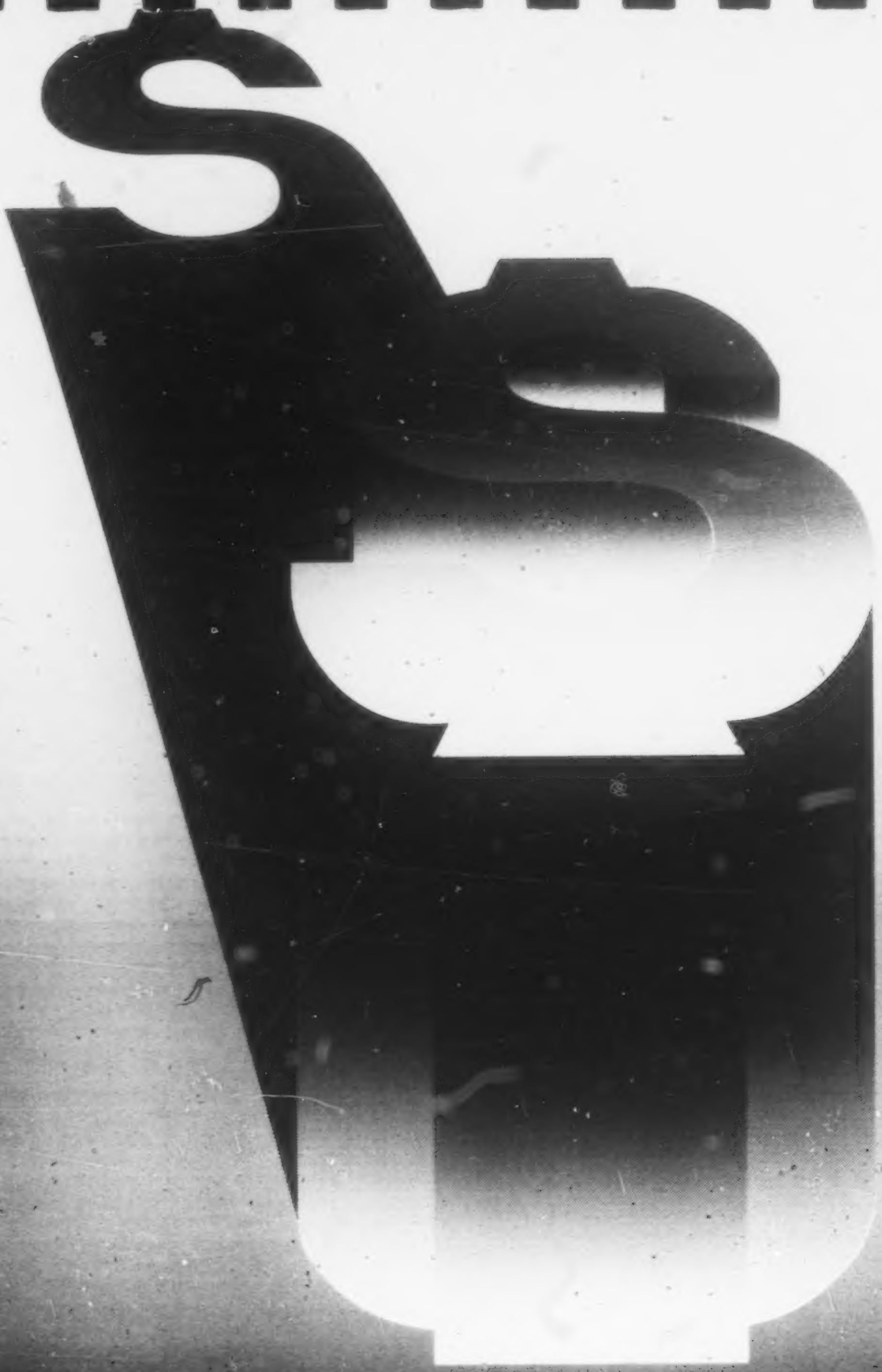

1990 – 1991

Management Compensation Study

FOR
WHOLESALERS
& LARGE
RETAILERS

FMI®
FOOD MARKETING INSTITUTE

1990-1991 MANAGEMENT COMPENSATION STUDY FOR WHOLESALERS AND LARGE RETAILERS

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Food Marketing Institute

1990-1991 MANAGEMENT COMPENSATION STUDY FOR WHOLESALERS AND LARGE RETAILERS

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INTRODUCTION

The 1990-1991 Management Compensation Study provides compensation data on 58 representative line and staff positions in top management, merchandising, and store operations. The study includes a summary of policies and practices relative to salary administration, annual incentive plans, long-term incentive plans, and benefits. Eighty-seven companies participated in this year's survey.

If further analysis of the compensation data contained in this report is desired, custom designed reports and analyses can be provided to participating companies upon request. All such requests, and questions about this year's survey, should be directed to:

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Food Marketing Institute
1750 K Street, N.W.
Washington, DC 20006

(202) 452-8444

New address as of March 2, 1992:

800 Connecticut Avenue, N.W.
Washington, DC 20006

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EXECUTIVE SUMMARY

The 1990-1991 Management Compensation Study for Wholesalers and Large Retailers provides data on compensation levels for 58 representative line and staff positions in top management, merchandising, and store operations. The study includes a summary of policies and practices relative to salary administration, incentive plans, and benefits.

This section includes highlights from the survey report, and to provide a broader frame of reference, provides comparisons where possible to the practices of general industrial and service companies. The source for general industry data is Sibson & Company's Annual Management Compensation Survey which contains data on 278 durable and nondurable manufacturing and nonfinancial services companies.

Some highlights are:

PARTICIPATION

Eighty-seven companies participated in this year's survey. The participants are representative of small, medium, and large companies in the food retail/wholesale industry. Sixty-four of these companies, 74 percent of all participants, also participated in last year's survey.

PARTICIPATING COMPANIES
- By Size -

SALES CATEGORY	AVERAGE SALES ($ Millions)	NUMBER OF COMPANIES	PERCENT OF TOTAL
Less than $250 Million	$ 136.0	20	23%
$250 - 499 Million	405.0	13	15
$500 - 999 Million	800.0	17	19
$1 - 1.99 Billion	1,303.0	18	21
$2 Billion and Above	5,838.0	19	22
TOTAL	**$1,793.0**	**87**	**100%**

SALARY PLANNING

Participants provided estimates of salary range adjustments and merit increase budgets.

Approximately 78 percent of the responding companies have increased (or will increase) salary ranges in 1991. Seventy-eight percent plan to increase ranges in 1992.

ESTIMATED SALARY RANGE ADJUSTMENTS

EMPLOYEE CATEGORY	1991 ACTUAL	1992 PLANNED
Salaried Nonexempt	4.5%	4.0%
Exempt	4.3	4.0

Approximately 65 percent of the responding companies reported merit increase budgets for 1991; 44 percent reported 1992 plans. Overall, merit increase budgets are estimated to be 4.5 percent for 1991 and 4.7 percent for 1992.

ESTIMATED AVERAGE MERIT INCREASE BUDGETS

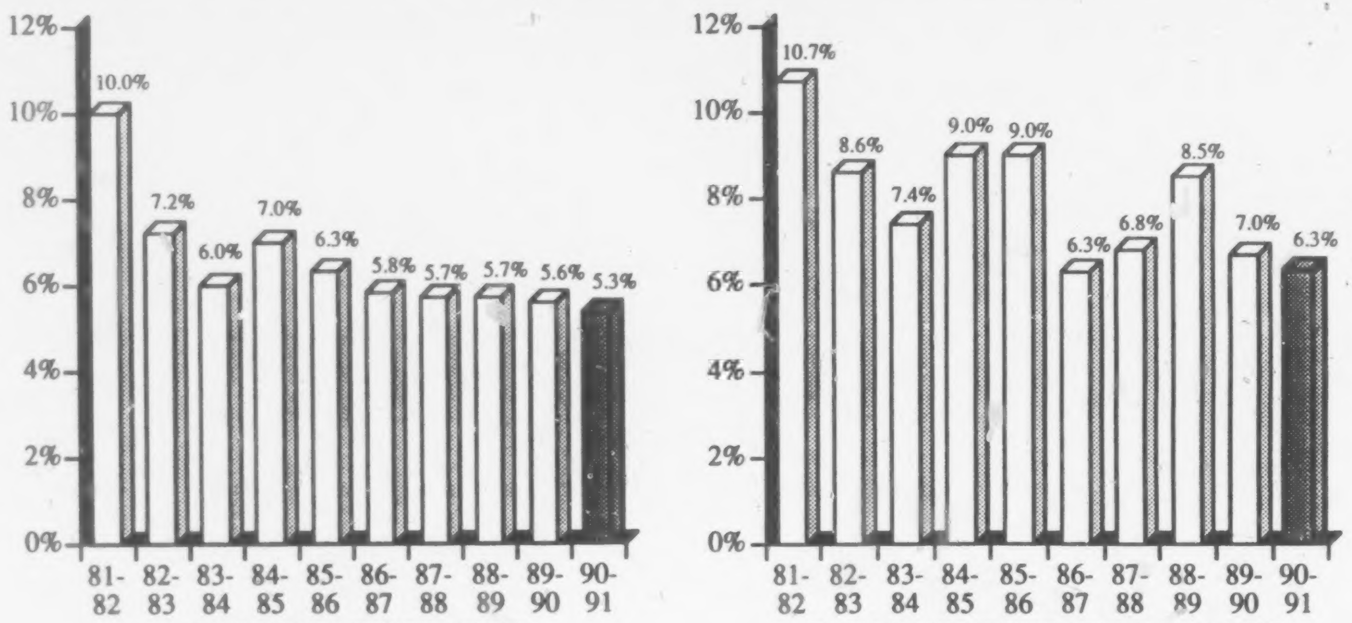
EMPLOYEE CATEGORY	1991 ACTUAL	1992 PLANNED
Salaried Nonexempt	4.5%	4.5%
Exempt	4.6	4.7
Officer/Executive	5.1	5.1
ALL EMPLOYEE GROUPS COMBINED	**4.5%**	**4.7%**

PERCENT CHANGE IN COMPENSATION

From March 31, 1990 to March 31, 1991, the average change in base salaries for positions analyzed in this study was 5.3 percent. Total compensation changed an average of 6.3 percent over this period. These figures are based on a compilation of the changes reported for each survey position. (That is, the March 31, 1991 salary compared to the March 31, 1990 salary for the same position, whether or not the position is filled by the same incumbent.)

As the following chart shows, the rate of salary change has remained relatively constant in recent years. The change in total compensation continues to reflect more growth in bonuses than in base salaries.

CHANGE IN SALARY AND TOTAL COMPENSATION LEVELS
- Ten-Year History -



BASE SALARY CHANGE **TOTAL COMPENSATION CHANGE**

NOTE: This data reflects the percentage changes in salary and total compensation levels as reported by survey participants beginning with the 1981-1982 edition. It includes survey positions that increased, decreased, and did not change. Salary levels include all positions; total compensation levels include bonus-eligible positions only.

ANNUAL MANAGEMENT INCENTIVE PLANS

Ninety-three percent of the companies provide an incentive plan. Most of these companies offer an incentive plan to senior management and extend it to regional/district management, merchandisers and buyers, and store management.

Target awards (that is, the awards a plan is designed to pay if the performance goals of both the individual and the organization are met) average between 7 and 33 percent of salary, depending on management group and company size.

AVERAGE/TYPICAL TARGET INCENTIVE AWARDS
(Expressed as a Percent of Salary)

	COMPANIES WITH SALES:	
MANAGEMENT GROUP	Below $500 Million	$500 Million And Above
Senior Management	23%	33%
Regional/District Management	19	20
Merchandisers and Buyers	14	14
Store Managers	15	15
Other Store Management	7	7

The overall prevalence of incentive plans (93 percent of companies) is slightly lower than the prevalence of plans among general industry companies. Approximately 97 percent of general industry companies have some form of management incentive plan.

BUYER INCENTIVE PLANS

Twelve companies have a separate incentive plan for buyers. This plan typically covers the majority of the buyer positions within the organization. The two most frequently reported performance measures used in buyer incentive plans are inventory level in buying category and store service level in buying category.

LONG-TERM INCENTIVE PLANS

Forty-two percent of the participants provide a long-term incentive plan to their executives. Most often, these are stock option plans. While the prevalence of long-term incentives is still significantly higher in general industry (where approximately 70 percent of companies have such plans), it has increased significantly over the years in the food retail/wholesale industry (from 26 percent in 1987 to 42 percent in 1991).

HEALTH CARE COST CONTAINMENT

The majority of the participants (98 percent) provide health insurance to their employees, but many companies are continuing their efforts to control and reduce costs. Sixty-six percent of the participants report that they have increased deductibles, increased the employees' share of the premiums, and/or reduced benefits. Many companies are actively encouraging employees to control costs by encouraging them to use outpatient facilities and seek second opinions prior to surgery. Some companies even offer employees a percentage of the amount saved when the employees audit their own medical bills for accuracy.

OTHER BENEFITS AND PERQUISITES

The following chart shows the prevalence of various benefits and perquisites for each management group.

PREVALENCE OF BENEFITS AND PERQUISITES
(Percent of Companies)

BENEFIT/PERQUISITE	SENIOR MANAGEMENT	REGIONAL/ DISTRICT MANAGEMENT	MERCHANDISERS AND BUYERS	STORE MANAGERS	OTHER STORE MANAGEMENT
SAVINGS/ESTATE-BUILDING PLANS					
401(k) Salary Reduction Plan	74%	65%	73%	67%	62%
Qualified Pension Plan	55	48	52	47	47
Qualified Profit-Sharing Plan	54	44	51	47	43
INSURANCE PLANS					
Dental Insurance Plan	92	80	86	80	77
Prescription Plan	76	67	72	66	63
Visual/Optical Coverage Plan	57	48	52	49	47
SUPPLEMENTAL PLANS					
Supplemental Life Insurance	62	38	43	42	35
Supplemental Long-Term Disability	57	45	47	43	38
BENEFITS					
Company Car	72	56	27	–	–
Educational Aid for Employees	64	55	61	52	48
Company-Paid Annual Physicals	63	26	17	13	7

COMPENSATION LEVELS

The 1990-1991 Study includes compensation data on 58 positions which are representative of corporate, operations, and store management positions in the food retail/wholesale industry. In general, compensation levels for management positions are related to a measure of position responsibility (scope). For example, executives in a company with $1 billion in sales are typically paid significantly more than executives in a $200 million company. This relationship between position responsibility (scope) and compensation is shown graphically in the trend line exhibits that accompany the tabular exhibits for the majority of the survey positions.

To illustrate the relationship between scope and compensation, the following charts show pay levels for selected positions at three representative company sizes—$250 million, $500 million, and $1 billion in company sales (company sales is a primary measure of scope for these positions). The survey also contains many positions for which other measures, such as meat sales or weekly store sales, are appropriate.

	BASE SALARY LEVELS* (In $ Thousands) IN COMPANIES WITH SALES OF:		
POSITION	$250 Million	$500 Million	$1 Billion
Chief Executive Officer	$167.3	$213.0	$271.1
Chief Financial Officer	81.6	103.5	131.2
Top Merchandising & Procurement Executive	75.1	89.1	105.8
Top Store Operations Executive	77.3	90.1	105.0
Top Human Resources Executive (Without Labor Relations)	67.3	76.4	86.7
Top Human Resources Executive (With Labor Relations)	58.2	72.4	90.0
Top MIS Executive	57.6	68.8	82.2
Controller	54.7	63.5	73.7
Top Distribution Executive	55.1	67.2	82.1
Top Advertising Executive	49.0	55.9	63.7
Warehouse Manager (With Transportation)	49.9	54.2	58.8

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*Base salary levels are based on trend line analyses of bonus-paying companies. Data is effective March 31, 1991.

	TOTAL COMPENSATION* (In $ Thousands) IN COMPANIES WITH SALES OF:		
POSITION	**$250 Million**	**$500 Million**	**$1 Billion**
Chief Executive Officer	$215.8	$280.7	$365.0
Chief Financial Officer	97.4	125.3	161.1
Top Merchandising & Procurement Executive	87.9	107.5	131.4
Top Store Operations Executive	87.3	109.0	136.0
Top Human Resources Executive (Without Labor Relations)	81.0	94.6	110.6
Top Human Resources Executive (With Labor Relations)	64.3	83.6	108.7
Top MIS Executive	60.4	75.4	94.1
Controller	61.5	73.7	88.2
Top Distribution Executive	62.8	80.9	104.1
Top Advertising Executive	55.3	64.6	75.5
Warehouse Manager (With Transportation)	55.2	60.8	67.0

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*Total compensation levels are based on trend line analyses of bonus-paying companies. Data is effective March 31, 1991.

Relationships between salary levels for selected positions and those of Chief Executive Officers are shown below for three representative size categories.

POSITION	PERCENT OF CEO SALARY* IN COMPANIES WITH SALES OF: $250 Million	$500 Million	$1 Billion
Chief Executive Officer	100%	100%	100%
Chief Financial Officer	49	49	48
Top Merchandising & Procurement Executive	45	42	39
Top Store Operations Executive	46	42	39
Top Human Resources Executive (Without Labor Relations)	40	36	32
Top Human Resources Executive (With Labor Relations)	35	34	33
Top MIS Executive	34	32	30
Controller	33	30	27
Top Distribution Executive	33	32	30
Top Advertising Executive	29	26	24
Warehouse Manager (With Transportation)	30	25	22

---

*Base salary levels are based on trend line analyses of bonus-paying companies. Data is effective March 31, 1991.

Though several of the top management positions are similar to positions that exist in other industries, the difficulty in comparing compensation levels in the food retail/wholesale industry with those in other industries is establishing comparability in terms of company size or other measure of the scope of an executive's responsibility. The food retail/wholesale industry is unique, and differs from general industry firms in many significant respects, including profit margins, absolute revenue levels, etc. We would not anticipate a dollar-for-dollar comparison between these industry segments.

The following data, then, is presented simply to provide a framework for comparison with the broader general industry community. In general, compensation levels for executives in food retail/wholesale companies with sales of $1 billion are similar to those of general industry top executives in companies with $200 million in sales.

TOP MANAGEMENT COMPENSATION COMPARISON
(Compensation in $ Thousands)

	FOOD RETAIL/ WHOLESALE WITH $1 BILLION IN SALES		GENERAL INDUSTRY* WITH $200 MILLION IN SALES	
POSITION	Base Salary	Total Compensation	Base Salary	Total Compensation
Chief Executive Officer	$271.1	$365.0	$277.2	$369.2
Chief Financial Officer	131.2	161.1	133.7	164.7
Top Human Resources Executive (With Labor Relations)	90.0	108.7	96.9	113.8
Top MIS Executive	82.2	94.1	80.2	88.7

*SOURCE: Sibson & Company Management Compensation Survey.

PART I: PARTICIPANT PROFILE

Eighty-seven companies participated in the 1990-1991 Management Compensation Study for Wholesalers and Large Retailers. These participants represent a cross-section of small, medium, and large organizations across all geographic regions. Sixty-four companies, 74 percent of the participant group, also participated in last year's survey.

A profile of the participants is shown below; a participant list is shown on page 21.

PARTICIPATING COMPANIES BY SIZE

SALES CATEGORY	AVERAGE SALES ($ Millions)	NUMBER OF COMPANIES	PERCENT OF TOTAL
Less than $250 Million	$ 136.0	20	23%
$250 - 499 Million	405.0	13	15
$500 - 999 Million	800.0	17	19
$1 - 1.99 Billion	1,303.0	18	21
$2 Billion and Above	5,838.0	19	22
TOTAL	**$1,793.0**	**87**	**100%**

PARTICIPATING COMPANIES BY NUMBER OF EMPLOYEES

NUMBER OF EMPLOYEES	AVERAGE NUMBER OF EMPLOYEES	NUMBER OF COMPANIES	PERCENT OF TOTAL
Less than 500	311	13	15%
500 - 999	740	13	15
1,000 - 2,499	1,627	19	22
2,500 - 4,999	3,563	21	24
5,000 and Above	17,793	21	24
TOTAL	**5,709**	**87**	**100%**

PARTICIPATING COMPANIES BY GEOGRAPHIC REGION

REGION	NUMBER OF COMPANIES	PERCENT OF TOTAL
Region 1: Northeast	26	30%
Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont		
Region 2: Northeast Central	16	18
Illinois, Indiana, Michigan, Ohio, Wisconsin		
Region 3: West Central	20	23
Arizona, Arkansas, Colorado, Idaho, Iowa, Kansas, Louisiana, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming		
Region 4: Southeast	16	18
Alabama, Delaware, District of Columbia, Florida, Georgia, Kentucky, Maryland, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia, West Virginia		
Region 5: Pacific	9	11
Alaska, California, Hawaii, Oregon, Washington		
TOTAL	**87**	**100%**

LIST OF PARTICIPANTS

ABCO Markets, Inc.
Acme Markets, Inc.
Albertson's, Inc.
American Stores Company
AppleTree Markets, Inc.
Associated Grocers, Inc.
Bel Air Markets
BI-LO, Inc.
Big Bear Stores Co.
Big V Supermarkets, Inc.
Bozzuto's, Inc.
Buehler Food Markets, Inc.
Buttrey Food and Drug Company
Certified Grocers of Florida, Inc.
City Market, Inc.
Clemens Markets, Inc.
Copps Corporation
Cullum Companies, Inc.
D&W Food Centers
D' Agostino Supermarkets Inc.
Delchamps, Inc.
Dillon Companies, Inc.
Eagle Food Centers, Inc.
Erickson's Inc.
First National Supermarkets, Inc.
Fleming Companies, Inc.
Food Lion, Inc.
Foodarama Supermarkets
Foodland Distributors
Giant Food Stores, Inc.
Giant Food, Inc.
Golub Corporation
Grand Union Company
Gregersons Foods Inc.
Groub (J.C.) Co., Inc.
Haggen Inc.
Hannaford Brothers Co.
Harris Teeter, Inc.
Holiday Companies
Homeland Stores, Inc.
Hughes Markets, Inc.
Hy-Vee Food Stores,Inc.
Jewel Food Stores
Jitney-Jungle Stores of America, Inc.
K-VA-T Food Stores, Inc.
Kash N' Karry, Food Stores, Inc.
Kings Super Markets, Inc.
Lloyd's Shopping Centers, Inc.
Lucky Stores Inc.
M Systems Food Stores, Inc.
Market Basket Food Stores
Marketplace Foods, Inc.
Martin's Super Markets, Inc.
Mayfair Super Markets, Inc.
Morris (T.J.) Company
Mrs. Gooch's Natural Food Markets
Nash Finch Company
P&C Food Markets, Inc.
Pay Less Super Markets, Inc.
Pueblo International, Inc. - Puerto Rico Division
Purity Supreme, Inc.
Ralphs Grocery Company
Randall's Food Markets, Inc.
Red Food Stores, Inc.
Riesbeck Food Markets, Inc.
Riverside Division - Penn Traffic Company
Roundy's Inc.
SASM of the Midwest, Inc.
Schmitt (Peter J.) Company, Inc.
Schnuck Markets, Inc.
Scolari's Food & Drug Company
Shaw's Supermarkets, Inc.
Skaggs Alpha Beta
Spartan Stores, Inc.
Star Markets Company
Stop & Shop Supermarket Company
Super Rite Foods Inc.
Super Valu Stores, Inc.
Supermarkets General Corporation
Thriftway Inc.
Thrifty Foods of Burlington
Victory Markets, Inc.
Vons Companies, Inc.
Wakefern Food Corporation
Wegmans Food Markets, Inc.
Welton's Food Mart, Inc.
Xtra Super Foods Centers, Inc.

PART II: COMPENSATION PROGRAM INFORMATION

INTRODUCTION

This year's survey includes sections on salary planning and on various key elements of the total compensation package for executives and other employees. The topics included are:

- Salary Planning
- Annual Management Incentive Plans
- Buyer Incentive Plans
- Long-Term Incentive Plans
- Benefits and Perquisites
- Health Care Cost Containment

Plan prevalence is summarized by company size and, where there is sufficient data, by geographic region. (Regions are described on page 20.) Information for each of the following five management groups is presented: Corporate/Operating Company Senior Management (i.e., top executives and senior functional management), Regional/District Management, Merchandisers/Buyers, Store Managers, and Other Store Management (i.e., Assistant/Co-Store Managers, Meat Managers, and other Department Managers).

All but one participant (86 companies) responded to the compensation program section of the survey.

SALARY PLANNING

Thirty-five of the 81 responding companies (43 percent) reported that their salary year begins in January. As the following chart shows, the remaining companies are distributed throughout the year.

SALARY YEAR BEGINS IN:	NUMBER OF COMPANIES
January	35
February	8
March	5
April	11
May	5
June	2
July	2
August	1
September	2
October	6
November	3
December	1

Sixty-seven companies report that they have adjusted, or plan to adjust, their salary ranges in 1991; 18 companies report that they do not. Sixty-seven companies report that they plan to adjust their ranges in 1992; five report that they do not. The following chart shows actual 1991 and planned 1992 salary range adjustments by employee category.

SALARY RANGE ADJUSTMENTS

COMPARISON OF ACTUAL 1991 AND PROJECTED 1992 ANNUALIZED SALARY RANGE ADJUSTMENTS BY EMPLOYEE CATEGORY

Employee Category	1991 Actual	Number of Responses*	1992 Planned	Number of Responses*
Salaried Nonexempt	4.5%	51	4.0%	44
Exempt	4.3	53	4.0	43

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*Please note that a number of companies did not provide data.

Seventy-nine companies report that they do not grant any form of economic or general adjustment (in addition to merit increases) to their salaried employees. Of the seven companies that grant some form of adjustment, three grant adjustments to all employee groups, one grants adjustments to nonexempt employees only, and one grants adjustments to exempt employees only (including officers/executives). Two companies did not respond.

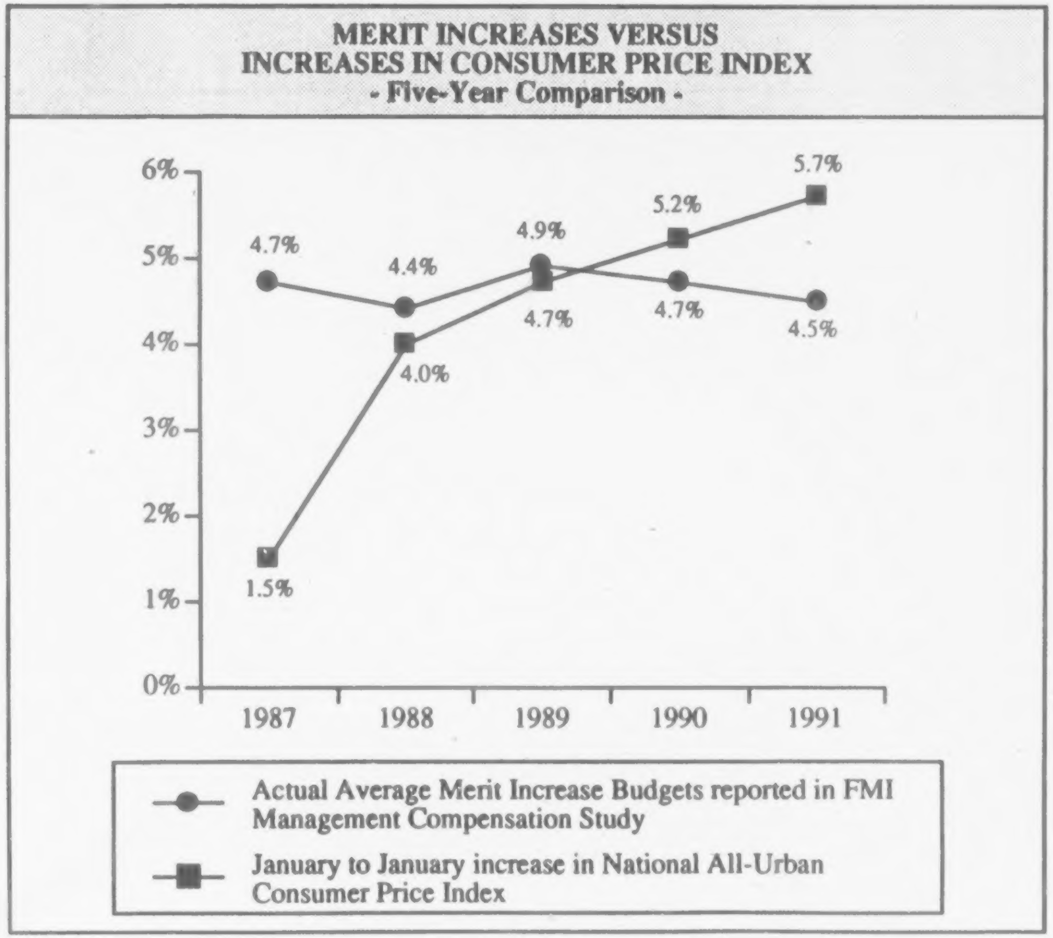
Although not all companies were able to supply predictions, the reported merit increase budget planned for 1992 for all employee groups averages 4.7 percent. A summary of the anticipated average merit increase budgets by employee group is shown in the following chart.

MERIT INCREASE BUDGETS
(Including Economic Adjustments)

COMPARISON OF ACTUAL 1991 AND PROJECTED 1992 AVERAGE MERIT INCREASE BUDGETS BY EMPLOYEE CATEGORY

Employee Category	Paid/ Planned in 1991	Number of Responses	Planned for 1992	Number of Responses
Salaried Nonexempt	4.5%	48	4.5%	33
Exempt	4.6	57	4.7	38
Officer/Executive	5.1	53	5.1	39
ALL EMPLOYEE GROUPS COMBINED	**4.5%**	**56**	**4.7%**	**38**

One issue that comes up frequently in salary planning is cost of living and its relationship to merit increases. As the following exhibit shows, over time there is no consistent relationship between cost of living increases and merit increases. In general, compensation levels reflect the supply of and demand for labor while the cost of living reflects the supply of and demand for goods and services.



MERIT INCREASES VERSUS INCREASES IN CONSUMER PRICE INDEX - Five-Year Comparison -

ANNUAL MANAGEMENT INCENTIVE PLANS

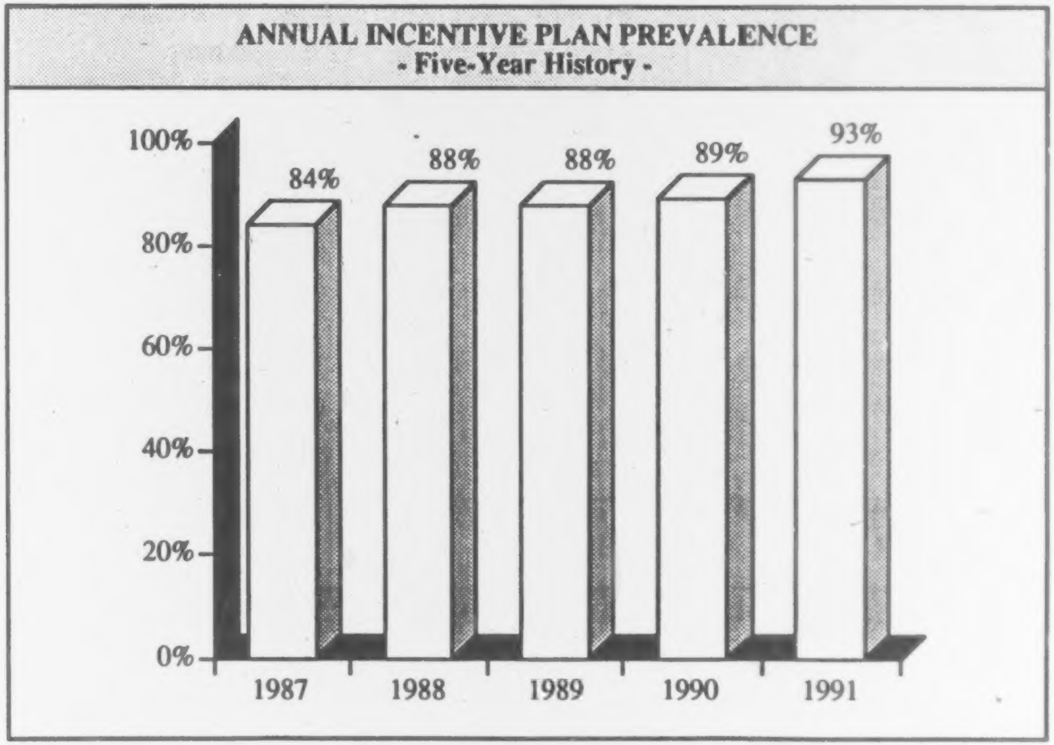
Prevalence

Eighty companies (93 percent) have annual management incentive plans. Incentive plans are clearly the majority practice in all size categories and in all geographic regions.

PREVALENCE OF MANAGEMENT INCENTIVE PLANS

	NUMBER OF COMPANIES WITH PLANS	PERCENT OF TOTAL
SALES CATEGORY		
Less than $250 Million	17	85%
$250 - 499 Million	11	85
$500 - 999 Million	16	100
$1 - 1.99 Billion	17	94
$2 Billion and Above	19	100
GEOGRAPHIC REGION		
Northeast	23	89%
Northeast Central	15	94
West Central	19	100
Southeast	14	88
Pacific	9	100
ALL COMPANIES	**80**	**93%**

As the following exhibit shows, the overall prevalence of annual management incentive plans has grown modestly over the past five years.


ANNUAL INCENTIVE PLAN PREVALENCE
- Five-Year History -

Incentive plans are most prevalent at the senior management level (95 percent), although a significant number of companies also provide plans for the other management groups.

INCENTIVE PLAN PREVALENCE BY MANAGEMENT GROUP
(As a Percent of Companies with Plans)

SALES CATEGORY	SENIOR MANAGEMENT	REGIONAL/ DISTRICT MANAGEMENT	MERCHANDISERS AND BUYERS	STORE MANAGERS	OTHER STORE MANAGEMENT	NUMBER OF COMPANIES WITH INCENTIVE PLANS
Less than $250 Million	88%	44%	69%	100%	88%	17
$250 - 499 Million	91	82	64	91	55	11
$500 - 999 Million	100	88	81	81	69	16
$1 - 1.99 Billion	94	88	94	82	65	17
$2 Billion and Above	100	90	68	74	53	19
ALL COMPANIES	95%	79%	76%	85%	66%	80

Types of Plans

The majority of the incentive plans (71 percent) are goal-oriented plans.

TYPES OF INCENTIVE PLANS

PLAN TYPE	NUMBER OF COMPANIES*	PERCENT OF PLANS
Goal-Oriented Plan: The plan is based on attainment of predetermined and explicitly communicated business performance (and possibly, individual performance) goals. The goals are determined on an annual basis and are often stated in terms of budgets or forecasts. If the goals are achieved, funds are accrued from which bonuses are paid. If the goals are under- or over-achieved, smaller or larger bonuses are paid.	57	71%
Bonus Plan: The company establishes a bonus fund or pool which is frequently related to profits. (For example, the fund equals 5 percent of pretax earnings in excess of a 10 percent return-on-shareholders' equity.) The fund is distributed to plan participants in proportion to their salaries and/or performance.	22	28
Discretionary Plan: There is no specific formula for determining the bonus fund or individual bonus awards. The plan is more informal than the two types described above and the basis for awards is not communicated in advance to the plan participants.	8	10

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*Some companies have more than one type of incentive plan. One company with an incentive plan did not specify plan type.

Performance Measures

The majority of the companies establish business performance targets annually as part of their strategic planning process.

Seventy-eight of the 80 companies with incentive plans indicate that their plans are formula-based (i.e., awards are determined by a specific formula based, at least in part, on corporate and/or division performance). As shown in the following chart, pretax earnings and target sales are the performance measures used most frequently in plans for all management groups.

PERFORMANCE MEASURES USED IN INCENTIVE PLANS
(As a Percent of Formula-Based Plans)

PERFORMANCE MEASURE	SENIOR MANAGEMENT	REGIONAL/ DISTRICT MANAGEMENT	MERCHANDISERS AND BUYERS	STORE MANAGERS	OTHER STORE MANAGEMENT
Pretax Earnings	43%	39%	29%	28%	29%
Target Sales	40	49	46	40	43
Net Income	30	24	29	28	24
Discretionary	24	20	24	15	16
Return on Assets	9	10	4	0	0
Earnings Per Share Growth	7	3	2	2	2
Return on Equity	7	5	6	2	2
Return on Sales	7	9	6	15	20
Return on Invested Capital	6	2	2	0	0
NUMBER OF COMPANIES RESPONDING	**70**	**59**	**55**	**65**	**51**

Individual Awards

Typically, incentive awards are based on a combination of individual performance and the business performance of the individual's organizational unit. As shown in the following chart, 97 percent of the senior management plans are based on company performance and 86 percent of the store manager plans are based on store performance. A significant percentage of plans at all management levels use individual performance as a criterion in determining awards.

BASIS OF INDIVIDUAL INCENTIVE AWARDS
(As a Percent of Plans)

BASIS	SENIOR MANAGEMENT	REGIONAL/ DISTRICT MANAGEMENT	MERCHANDISERS AND BUYERS	STORE MANAGERS	OTHER STORE MANAGEMENT
Overall Company Performance	97%	67%	79%	35%	31%
Regional/District Performance	6	56	12	8	6
Store Performance	3	12	4	86	81
Individual Performance	40	41	53	39	42
NUMBER OF COMPANIES RESPONDING	73	61	57	65	52

NOTE: Most companies use a combination of performance results.

While individual bonuses awarded to top executives and middle management vary widely, most plans are designed to pay a target award (i.e., an award that is paid when individual and/or business performance goals are achieved). Most plans also specify a maximum award level.

Average target and maximum award levels are shown below.

TARGET INCENTIVE AWARD LEVELS
(Expressed as a Percent of Salary)

MANAGEMENT GROUP	AVERAGE TARGET AWARD FOR COMPANIES WITH SALES: Below $500 Million	AVERAGE TARGET AWARD FOR COMPANIES WITH SALES: $500 Million and Above
Senior Management	23%	33%
Regional/District Management	19	20
Merchandisers and Buyers	14	14
Store Managers	15	15
Other Store Management	7	7

MAXIMUM INCENTIVE AWARD LEVELS
(Expressed as a Percent of Salary)

MANAGEMENT GROUP	AVERAGE MAXIMUM AWARD FOR COMPANIES WITH SALES: Below $500 Million	AVERAGE MAXIMUM AWARD FOR COMPANIES WITH SALES: $500 Million and Above
Senior Management	28%	50%
Regional/District Management	22	34
Merchandisers and Buyers	22	26
Store Managers	27	32
Other Store Management	14	22

Eligibility and Participation

Company practices vary widely with regard to incentive plan eligibility and participation. While 17 companies (23 percent) extend eligibility to all exempt employees, only eight companies (11 percent) report that all exempt employees actually participated in 1990.

On average, 57 percent of exempt employees were eligible to participate in an incentive plan, while 51 percent actually participated. The following chart shows the distribution for eligibility and participation.

PERCENT OF EXEMPT EMPLOYEES IN INCENTIVE PLANS

PERCENT OF TOTAL EXEMPTS	ELIGIBLE FOR PLAN	ACTUALLY PARTICIPATED IN 1990
Less than 6%	11%	15%
6 - 10	6	7
11 - 25	11	13
26 - 35	5	4
36 - 45	5	6
46 - 55	7	7
56 - 65	11	11
66 - 75	6	3
76 - 85	8	9
86 - 95	6	11
96 - 99	1	3
100	23	11
AVERAGE PERCENT OF EXEMPTS	57%	51%
NUMBER OF COMPANIES	73	70

The average lowest annual salary of plan participants is one indicator of how far down into the organization companies extend their incentive plan. On average, the lowest annual salary of plan participants within corporate headquarters is $34,730. The lowest annual salary, on average, of plan participants at the store level is $25,860.

The following chart shows the average lowest annual salary by sales category.

INCENTIVE PLAN PARTICIPATION

	LOWEST ANNUAL SALARY OF PLAN PARTICIPANTS	
SALES CATEGORY	Within Corporate Headquarters	At the Store Level
Less than $250 Million	$37,160	$23,530
$250 - 499 Million	34,790	20,600
$500 - 999 Million	24,540	26,040
$1 - 1.99 Billion	32,920	26,000
$2 Billion and Above	42,630	32,000
ALL COMPANIES	**$34,730**	**$25,860**

Award Deferral

Nineteen companies with incentive plans (24 percent) report that their plans contain provisions for participants to defer all or part of their annual awards. In 13 of these companies (68 percent), deferral is voluntary.

BUYER INCENTIVE PLANS

Twelve companies (14 percent) have a separate incentive plan for buyers. Eight of these companies also include buyer positions in their annual management incentive plan.

As the following chart shows, the buyer incentive plan typically covers the majority of the buyer positions within the organization.

BUYER INCENTIVE PLAN COVERAGE

	COMPANIES INDICATING POSITION IS COVERED BY BUYER INCENTIVE PLAN	
BUYER POSITION	Number of Companies	Percent of Companies with Plans*
Grocery	11	100%
Meat	9	82
Produce	10	83
Frozen Foods	7	88
Dairy	6	86
Nonfood	9	90
Deli	8	80
Bakery	7	78

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*Excludes companies that do not have the position.

Most companies use more than one performance measure in their buyer incentive plan. The two most frequently reported measures are inventory level in buying category and store service level in buying category. As the following chart shows, no single measure was identified as most important among the responding companies.

BUYER INCENTIVE PLAN PERFORMANCE MEASURES

	NUMBER OF COMPANIES THAT:	
PERFORMANCE MEASURE	Use Measure	Identify Measure as the Primary Measure
Inventory Level in Buying Category	7	3
Store Service Level in Buying Category	6	3
Buyer Generated Discounts/Allowances	4	2
Profit Margin*	2	N/A

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*Two of the six companies that responded "Other" indicated that they use profit margin as a measure. The remaining four responses varied by company.

Eight companies pay buyer incentive awards annually. The remaining four pay awards quarterly. Ten of the 12 companies with plans indicated that awards are paid out in cash.

LONG-TERM INCENTIVE PLANS

Prevalence

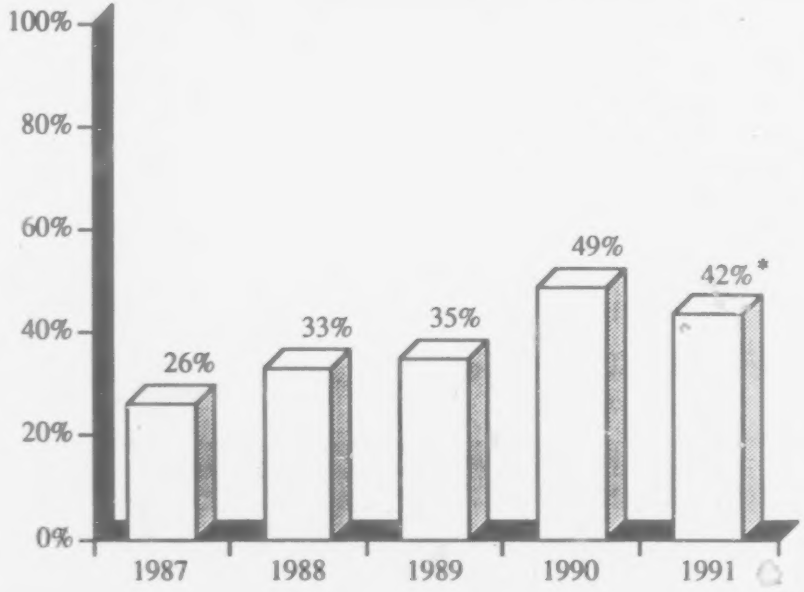
Long-term incentive plans are plans that are based on company and/or individual performance over a period of more than one year. Included in this definition are stock option and other stock-based plans and various performance-based plans. Thirty-six companies (42 percent) provide some type of long-term plan. As shown in the following chart, the prevalence of plans is significantly greater in companies with over $1 billion in sales.

PREVALENCE OF LONG-TERM INCENTIVE PLANS

	NUMBER OF COMPANIES WITH PLANS	PERCENT OF TOTAL
SALES CATEGORY		
Less than $250 Million	3	15%
$250 - 499 Million	4	31
$500 - 999 Million	6	38
$1 - 1.99 Billion	9	53
$2 Billion and Above	14	74
GEOGRAPHIC REGION		
Northeast	12	46
Northeast Central	3	19
West Central	9	47
Southeast	8	50
Pacific	4	44
ALL COMPANIES	**36**	**42%**

There has been a significant increase in the prevalence of long-term incentive plans over the last five years.

LONG-TERM INCENTIVE PLAN PREVALENCE
- Five-Year History -



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*The decrease relative to 1990 reflects a change in the participant group rather than a trend toward the elimination of existing plans.

Most of the companies with long-term incentive plans restrict eligibility to senior management. The following chart shows the prevalence of plans for each management group.

LONG-TERM INCENTIVE PLAN PREVALENCE BY MANAGEMENT GROUP

MANAGEMENT GROUP	NUMBER OF COMPANIES WITH PLANS
Senior Management	31
Regional/District Management	21
Merchandisers and Buyers	14
Store Managers	17
Other Store Management	5

Types of Plans

The types of long-term plans provided to each management group are summarized below. Definitions of each plan are shown on page 43.

TYPES OF LONG-TERM INCENTIVE PLANS
(Number of Companies)

PLAN	SENIOR MANAGEMENT	REGIONAL/ DISTRICT MANAGEMENT	MERCHANDISERS AND BUYERS	STORE MANAGERS	OTHER STORE MANAGEMENT
STOCK OPTION PLANS					
Nonqualified Stock Options (NQSOs)	17	10	5	6	1
Incentive Stock Options (ISOs)	16	10	6	8	3
Stock Appreciation Rights (SARs)	8	–	–	–	–
OTHER LONG-TERM INCENTIVE PLANS					
Phantom Stock	4	1	1	1	1
Restricted Stock	8	2	1	1	–
Dividend Equivalent	–	–	–	–	–
Performance Units	1	–	–	–	–
Performance Shares	2	1	–	–	–
Long-Term Bonus	8	2	1	1	–
Extended Payout of Annual Awards	–	–	–	–	–

Stock Option Plans

Plan Administration

Thirteen companies with stock option plans (57 percent) report that the maximum exercise period for an award is ten years. The remaining ten companies report maximums ranging from one to seven years.

As the following exhibit shows, more than half of the companies with plans (62 percent) report that awards are granted annually to plan participants.

FREQUENCY OF GRANTS

OPTIONS GRANTED TO SAME INDIVIDUAL EVERY:	NUMBER OF COMPANIES	PERCENT OF PLANS
1 Year	13	62%
2 Years	1	5
3 Years	4	19
4 Years	0	0
5 Years	3	14

TYPES OF LONG-TERM INCENTIVE PLANS

STOCK OPTION PLANS

Nonqualified Stock Options (NQSOs): Can be granted at a price below fair market value. The option may be exercised (i.e., shares of company stock may be bought from the company) at any time during the option period, unless exercise restrictions are placed on the option.

Incentive Stock Options (ISOs): If the options meet specific requirements (e.g., the option price must be equal to or greater than the fair market value at grant, stock must be held for one year after exercise and two years after grant), then the executive is not taxed until sale of the stock (i.e., not taxed at exercise). Prior to the Tax Reform Act of 1986, additional requirements had to be satisfied (e.g., options had to be exercised in order of sequence) and the full appreciation in stock price from grant to sale was treated as a capital gain.

Stock Appreciation Rights (SARs): A right, typically attached to a NQSO or ISO, that allows the executive to receive the value of the appreciation of the share of stock in cash, stock, or a combination of cash and stock (i.e., upon exercise the executive receives the difference between the current price and the grant price).

OTHER LONG-TERM INCENTIVE PLANS

Phantom Stock: An award of "units" (not representing any ownership interest), similar to free-standing SARs, that entitles the executive to the appreciation of one share of the company's stock. It differs from SARs because typically appreciation is from the time of grant to a specified future date set by the company. Also, the executive generally receives credit for any dividends.

Restricted Stock: This is an outright grant of stock that is restricted from resale until the end of a stated period of employment and/or until performance vesting criteria are satisfied. Until the vesting criteria are met, the stock is nontransferable and if the criteria are not met then the stock is forfeited.

Dividend Equivalent: An award which is equal in value to the dividends paid to common shareholders over the award period. The award may be paid when dividends are paid or accrued over a vesting period.

Performance Units: A grant of a specific number of units, the value of which depends on the achievement of established performance criteria. Performance is judged over a predetermined, multi-year period during which the executive must remain employed with the company (usually three to five years).

Long-Term Bonus: Similar to an annual bonus, but performance is measured over a multi-year period, generally three to five years.

Extended Payout of Annual Awards: Additional multi-year criteria are established (e.g., remaining with the company or meeting multi-year performance goals) that must be met before part or all of the annual incentive award becomes payable.

BENEFITS AND PERQUISITES

The following charts summarize the prevalence of various benefits and perquisites in each of the five management groups surveyed.

In addition to the plans listed on the following pages, participating companies were asked about flexible benefits programs.

Flexible Benefits:

"Cafeteria" or flexible benefits programs are those in which plan participants choose from among two or more benefits according to their needs. Over the past five years, there has been a significant increase in the number of companies that provide flexible benefits programs to their employees. Currently, 20 companies provide flexible benefits programs, compared to seven in 1987. Seventeen companies report that they are considering such a program.

Overall, the types of benefits and perquisites that companies provide to their employees have not changed significantly over the last five years. The two types of benefits that are significantly more prevalent now than in 1987 are 401(k) Salary Reduction Plans and Visual/Optical Coverage. The trend away from qualified pension plans and toward qualified profit-sharing plans is similar to the general industry trend away from defined benefit plans and toward defined contribution plans.

PREVALENCE OF BENEFIT PLANS
- Five-Year History -
(Most Frequently Provided Plans)

	INSURANCE PLANS			SAVINGS/ESTATE BUILDING PLANS		
	Dental Insurance	Prescription	Visual/ Optical Coverage	401(k) Salary Reduction	Qualified Pension	Qualified Profit Sharing
1987	94%	65%	38%	49%	68%	41%
1988	93	73	48	56	61	51
1989	93	81	42	69	68	51
1990	93	79	51	73	63	59
1991	92	76	57	74	55	54

PREVALENCE OF BENEFIT PLANS										
	SENIOR MANAGEMENT		REGIONAL/ DISTRICT MANAGEMENT		MERCHANDISERS AND BUYERS		STORE MANAGERS		OTHER STORE MANAGEMENT	
PLAN	Number of Companies	Percent of Total	Number of Companies	Percent of Total	Number of Companies	Percent of Total	Number of Companies	Percent of Total	Number of Companies	Percent of Total
SAVINGS/ESTATE BUILDING										
401(k) Salary Reduction Plan (Deferral of portion of base salary and/or total compensation)	64	74%	56	65%	63	73%	58	67%	53	62%
Qualified Pension Plan	47	55	41	48	45	52	40	47	40	47
Qualified Profit-Sharing Plan	46	54	38	44	44	51	40	47	37	43
Employee Stock Purchase Plan	22	26	21	24	20	23	19	22	17	20
Employee Stock Ownership Plan (ESOP)	14	16	13	15	12	14	11	13	11	13
Qualified Thrift-Savings Plan	14	16	11	13	11	13	11	13	10	12
Payroll-Based Stock Ownership Plan (PAYSOP)	4	5	3	4	4	5	4	5	3	4
INSURANCE										
Dental Insurance Plan	79	92	69	80	74	86	69	80	66	77
Prescription Plan	65	76	58	67	62	72	57	66	54	63
Visual/Optical Coverage Plan	49	57	41	48	45	52	42	49	40	47

PREVALENCE OF SUPPLEMENTAL PLANS

PLAN	SENIOR MANAGEMENT Number of Companies	SENIOR MANAGEMENT Percent of Total	REGIONAL/ DISTRICT MANAGEMENT Number of Companies	REGIONAL/ DISTRICT MANAGEMENT Percent of Total	MERCHANDISERS AND BUYERS Number of Companies	MERCHANDISERS AND BUYERS Percent of Total	STORE MANAGERS Number of Companies	STORE MANAGERS Percent of Total	OTHER STORE MANAGEMENT Number of Companies	OTHER STORE MANAGEMENT Percent of Total
Supplemental Life Insurance (i.e., in addition to group life plan)	53	62%	33	38%	37	43%	36	42%	30	35%
Supplemental Long-Term Disability (i.e., in addition to group long-term disability coverage)	49	57	39	45	40	47	37	43	33	38
Supplemental Retirement Plan (i.e., in addition to pension, profit-sharing, or retirement benefits provided to all employees)	23	27	3	4	2	2	1	1	0	0
Total Medical Expenses (i.e., reimbursement of medical expenses not covered by company's group medical insurance program)	17	20	1	1	0	0	0	0	0	0

PREVALENCE OF PERQUISITES

PLAN	SENIOR MANAGEMENT		REGIONAL/ DISTRICT MANAGEMENT		MERCHANDISERS AND BUYERS		STORE MANAGERS		OTHER STORE MANAGEMENT	
	Number of Companies	Percent of Total	Number of Companies	Percent of Total	Number of Companies	Percent of Total	Number of Companies	Percent of Total	Number of Companies	Percent of Total
Company Car	62	72%	48	56%	23	27%	–	–	–	–
Educational Aid for Employees	55	64	47	55	52	61	45	52%	41	48%
Company-Paid Annual Physicals	54	63	22	26	15	17	11	13	6	7
Country Club Membership Dues	21	24	2	2	–	–	–	–	–	–
Financial Counseling Services	14	16	2	2	2	2	2	2	1	1
Luncheon/Dinner Club Dues	12	14	4	5	1	1	3	4	–	–
Estate Planning Services	9	11	–	–	–	–	–	–	–	–
Low- or No-Interest Company Loans	8	9	6	7	6	7	6	7	1	1
Tax Counseling Services	8	9	1	1	1	1	–	–	–	–
Legal Counseling Services	8	9	2	2	2	2	2	2	3	4
Educational Aid for Dependents	4	5	3	4	3	4	3	4	2	2
First-Class Air Travel	4	5	–	–	–	–	–	–	–	–
Executive Dining Room	3	4	1	1	–	–	–	–	–	–

As the previous exhibit shows, company cars are the most frequently provided perquisite to senior and regional/district management. Fifty-three percent of the companies that provide company cars report that the cars are purchased; 47 percent report that they are leased.

HEALTH CARE COST CONTAINMENT

This section covers various topics related to how companies are administering health care plans for their headquarters management staff.

Eighty-three companies provide health benefits coverage. Their responses indicate that a growing number of companies are attempting to control health care costs. For example:

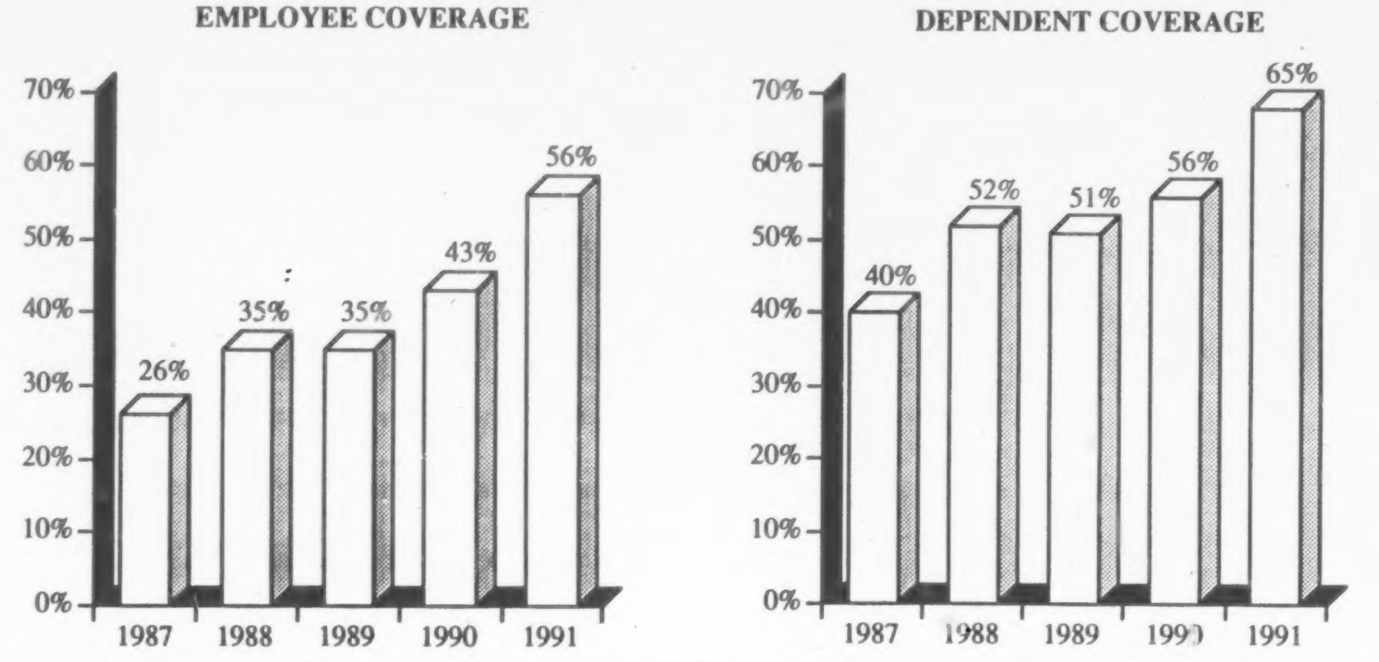
> Sixty-six percent of the companies report that they have made a change in coverage during the last two years (e.g., increased the employee's portion of the premium or changed the co-payments). In 1987, 30 percent of the companies reported coverage changes.
>
> Forty-one companies offer a Preferred Provider Organization (PPO) Plan versus 16 in 1987.
>
> Sixty-six companies report that they have a self-insured plan versus 56 in 1987.

Coverage

Forty-eight companies (56 percent) require employees to pay part of the premiums for employee coverage; 56 companies (65 percent) require contributions toward dependents' coverage.

As the following exhibit shows, since 1987 there has been a significant increase in the number of companies that require employees to pay part of the premiums for health coverage.

PERCENT OF COMPANIES REQUIRING EMPLOYEES TO PAY PART OF THE PREMIUM FOR:
- Five-Year History -



Fifty-seven companies (66 percent) reported that they have made changes in coverage during the last two years:

- Thirty-four companies have increased the deductible—typically, from $100 to $150 or $200.
- Forty companies have increased the employee's portion of the premium for dependent coverage.
- Thirty-eight companies have increased the employee's portion of the premium for employee coverage.
- Nineteen companies have changed the benefits co-payments (i.e., the percentage of covered health care costs paid by the plan).

The majority of the participants encourage the use of alternatives to traditional health care practices. As shown in the following chart, the most common alternatives are pre-admission testing and outpatient surgery.

PREVALENCE OF ALTERNATIVE PRACTICES

PRACTICE	NUMBER OF COMPANIES THAT PROVIDE COVERAGE	PERCENT OF TOTAL
Pre-Admission Testing	65	76%
Outpatient Surgical Facilities	54	63
Hospice Care	32	37
Health Maintenance Organizations	28	33
Paraprofessionals for Routine Illnesses	6	7

Forty-one companies offer a Preferred Provider Organization (PPO) Plan. PPOs are plans that refer employees to a group of preferred physicians and specialists who have been selected to provide quality care at a reasonable cost. Twenty-five companies report that they encourage employees to use the PPOs by increasing the percentage of covered medical expenses (e.g., from 80 to 100 percent) or by eliminating the deductibles.

Twenty-six companies require employees to obtain second opinions for all nonemergency surgery. Twenty-nine companies require a second opinion for elective surgery. Although many companies do not require second opinions, the majority cover them if employees obtain them voluntarily; only five companies report that they do not cover them.

SURGICAL PROCEDURES AND SECOND OPINIONS

PROCEDURE	NUMBER OF COMPANIES THAT PROVIDE COVERAGE	PERCENT OF TOTAL
Hysterectomy	39	45%
Removal of Tonsils/Adenoids	37	43
Knee Surgery	36	42
Prostatectomy	36	42
Hernia Repair	33	38
Nasal Surgery	33	38
Coronary By-Pass Surgery	32	37
Removal of Hemorrhoids	30	35
Bunionectomy	28	33
Varicose Vein Stripping	27	31

Administration

Sixty-six companies (77 percent) have a self-insured plan, where the company incurs the risk of claims payment. Fifty-one of these companies have stop-loss coverage, which insures the company if costs exceed a predetermined amount.

The vast majority of companies use a third-party administrator or insurance carrier to administer claims. Only eight companies handle claims administration internally.

Twenty-two companies (26 percent) report that they offer incentives to employees who audit their own medical bills for accuracy. Seventeen of these companies pay the employee 50 percent of any amounts saved through the audits.

Prevention

Many companies sponsor health-related programs for their employees. The most common continue to be Employee Assistance Programs (43 companies), Smoking Cessation Programs (33 companies), CPR Training (30 companies), and Blood Pressure Checks (29 companies). The prevalence of the various programs is shown in the chart on the following page.

PREVALENCE OF COMPANY-SPONSORED HEALTH PROGRAMS

PROGRAM	NUMBER OF COMPANIES	PERCENT OF TOTAL
Employee Assistance Program	43	50%
Smoking Cessation	33	38
Cardiopulmonary Resuscitation Training (CPR)	30	35
Blood Pressure Checks	29	34
Alcohol/Drug Abuse Control	28	33
Health Newsletter	21	24
Exercise/Fitness Program	18	21
Nutrition/Weight Control	15	17
Flu Shots	13	15
Stress Management	11	13
Accident Risk Reduction	8	9
Cancer Risk Reduction	6	7
Hypertension Control	4	5
Heart Attack Risk Reduction	2	2

POST-RETIREMENT MEDICAL COVERAGE

Thirty-one companies (36 percent) provide medical coverage to retired employees. Almost half of these companies (12 companies) have determined a response to the new FASB accounting rules that will require companies to accrue the cost of post-retirement health care coverage.

As the following chart shows, in response to the new FASB rules, most companies are sharing the cost of post-retirement coverage with the employee.

RESPONSE TO FASB ACCOUNTING RULES

RESPONSE		NUMBER OF COMPANIES*
Share Cost of Coverage with Employee		10
• Increase deductibles	4	
• Increase employee portion of premium	8	
• Increase co-payment	1	
Limit Eligibility		3
• Limit eligibility to a specific group of participants	0	
• Establish a service/age requirement	3	
Provide Coverage for a Limited Period of Time After Retirement		0
Eliminate Coverage		0

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*Some companies indicated more than one response; two companies did not specify a response.

PART III: PERCENT CHANGE IN COMPENSATION
(March 31, 1990 - March 31, 1991)

On average, base salaries rose 5.3 percent during the year March 31, 1990 to March 31, 1991. Total compensation (salaries plus bonuses) increased an average of 6.3 percent. The rate of change in base salaries has remained relatively constant. The change in total compensation continues to reflect more growth in bonuses than in base salaries.

These percentages are based on a compilation of the changes reported by the survey participants for each survey position, regardless of whether the position is filled by the same incumbent.

The following chart shows the average percent change in base salary and total compensation for each survey position.

SUMMARY OF PERCENT CHANGE IN COMPENSATION

SURVEY POSITION		AVERAGE PERCENT CHANGE IN COMPENSATION			
		BASE SALARY			TOTAL COMPENSATION
Number	Title	Bonus Companies	Nonbonus Companies	All Companies	Bonus Companies
SENIOR EXECUTIVE POSITIONS					
1	Chief Executive Officer	8.8%	*	7.0%	6.4%
2	Chief Operating Officer	7.6	*	6.4	8.8
3	Chief Financial Officer	6.8	*	6.3	10.1
4	Top Operating Company Executive	4.5	*	5.3	8.7
5	Top Legal Executive	7.1	*	6.9	8.3
	GROUP AVERAGE	**7.0%**	*	**6.4%**	**8.5%**
STAFF POSITIONS—CORPORATE/OPERATING COMPANY					
6	Controller	6.6%	3.7%	6.1%	7.3%
7	Top Audit Executive	4.8	4.2	4.7	6.8
8	Top MIS Executive	6.7	5.4	6.5	8.9
9	Top Human Resources Executive (With Labor Relations)	6.6	*	6.5	5.1
10	Top Human Resources Executive (Without Labor Relations)	6.5	6.9	6.6	9.6
11	Top Labor Relations Executive	7.3	*	7.3	6.1
12	Training & Management Development Executive	5.6	7.5	6.0	7.0
13	Top Distribution Executive	6.8	*	6.1	7.0
14	Top Construction & Maintenance Executive (With Real Estate)	7.6	*	7.1	5.3
15	Top Construction & Maintenance Executive (Without Real Estate)	6.1	6.8	6.2	7.4
16	Top Real Estate Executive	6.1	*	6.3	7.5
17	Top Security/Loss Prevention Executive	5.8	4.7	5.6	6.8
18	Top Sanitation Executive	3.2	*	3.9	3.6
	GROUP AVERAGE	**6.1%**	**5.6%**	**6.0%**	**7.1%**

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*Insufficient data for analysis.

SURVEY POSITION		AVERAGE PERCENT CHANGE IN COMPENSATION			
		BASE SALARY			TOTAL COMPENSATION
Number	Title	Bonus Companies	Nonbonus Companies	All Companies	Bonus Companies
MERCHANDISING POSITIONS—CORPORATE/OPERATING COMPANY					
19	Top Merchandising & Procurement Executive	6.7%	4.6%	6.5%	7.7%
20	Top Advertising Executive	6.2	5.0	6.1	8.3
21	Top Grocery Operations Executive	6.5	4.0	6.2	8.6
22	Top Meat Operations Executive	6.1	3.9	5.8	7.2
23	Top Produce Operations Executive	6.4	5.7	6.3	8.5
24	Top General Merchandise/Nonfood Operations Executive	6.4	*	5.8	7.1
25	Grocery Merchandiser	6.2	5.7	6.1	6.2
26	Meat Merchandiser	4.1	4.7	4.2	5.1
27	Produce Merchandiser	4.7	6.1	4.9	4.4
28	Frozen Foods Merchandiser	6.5	*	5.9	7.5
29	Dairy Merchandiser	6.1	*	5.6	5.7
30	Nonfood Merchandiser	4.4	5.4	4.6	5.3
31	Deli Merchandiser	4.3	4.8	4.4	5.2
32	Service Deli Merchandiser	8.5	*	7.0	7.9
33	Bakery Merchandiser	3.5	6.7	4.1	3.7
34	Grocery Buyer	3.4	5.1	4.1	3.8
35	Meat Buyer	5.7	4.2	5.1	6.3
36	Produce Buyer	2.6	4.3	3.3	3.6
37	Frozen Foods Buyer	4.2	5.1	4.5	3.9
38	Dairy Buyer	4.3	5.1	4.6	4.5
39	Nonfood Buyer	5.0	4.2	4.7	6.6
40	Deli Buyer	5.2	3.0	4.4	5.0
41	Bakery Buyer	*	*	*	*
	GROUP AVERAGE	**5.3%**	**4.9%**	**5.2%**	**6.0%**

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*Insufficient data for analysis.

SURVEY POSITION		AVERAGE PERCENT CHANGE IN COMPENSATION			
		BASE SALARY			TOTAL COMPENSATION
Number	Title	Bonus Companies	Nonbonus Companies	All Companies	Bonus Companies
STORE OPERATIONS POSITIONS					
42	Top Store Operations Executive	5.9%	*	6.0%	7.3%
43	Top Store Maintenance Executive	3.2	4.4%	3.5	3.4
44	Division General Manager	7.8	*	7.3	9.7
45	Scanning Coordinator	7.1	4.0	5.8	8.8
46	District Manager	4.5	8.9	5.1	5.7
47	Store Manager	4.1	3.4	4.0	4.0
48	Assistant/Co-Store Manager	3.1	4.0	3.3	3.4
49	Meat Department Manager	2.1	2.9	2.5	2.4
50	Grocery Manager	4.0	2.9	3.6	4.2
51	Deli Manager	4.0	3.0	3.6	4.1
	GROUP AVERAGE	**4.5%**	**4.2%**	**4.5%**	**5.3%**
WAREHOUSE POSITIONS					
52	Warehouse Manager (With Transportation)	7.4%	3.9%	6.1%	7.7%
53	Warehouse Manager (Without Transportation)	4.2	6.7	4.6	4.5
	GROUP AVERAGE	**5.8%**	**5.3%**	**5.4%**	**6.1%**
DRUG/PHARMACY POSITIONS					
54	Pharmacy Director	6.4%	*	6.1%	6.4%
55	Pharmacist	4.7	4.6%	4.6	4.7
56	Assistant/Staff Pharmacist	5.0	5.3	5.2	5.4
	GROUP AVERAGE	**5.4%**	**5.0%**	**5.3%**	**5.5%**
CONSUMER AFFAIRS POSITIONS					
57	Top Consumer Affairs Executive	9.5%	*	8.7%	11.5%
58	Consumer Affairs Specialist/Nutrition Professional/Home Economist	5.9	5.1%	5.4	6.7
	GROUP AVERAGE	**7.7%**	**5.1%**	**7.1%**	**9.1%**
	ALL POSITION AVERAGE	**5.6%**	**4.9%**	**5.3%**	**6.3%**

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*Insufficient data for analysis.

PART IV: PAY LEVEL DATA—ANALYTICAL APPROACH

Two types of displays are used in this report to present pay level data—tabular displays and trend lines. Both types complement one another and, when used together, provide a comprehensive analysis of market pay levels.

All compensation levels reported are effective **March 31, 1991.**

TABULAR DISPLAYS

Tabular displays are most useful for giving a detailed picture of how the data is dispersed about the averages, how actual salaries compare to established salary ranges, and how bonus amounts relate to salary levels.

For each survey position, tabular displays show the compensation data as reported by each company. The data is categorized within scope/size groups to allow for comparison with positions in similar companies. In order to maintain the confidentiality of the participants, data within each scope category are arranged in descending order based solely on salary and not in relation to the size of the company. Displays for store level positions also show work schedules and pay practices as described in the example on page 61.

Food Marketing Institute
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - HUMAN RESOURCES EXECUTIVE
(with Labor Relations)

SCOPE COMPANY SALES ($ MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	MIN	MID	MAX
		SALARY	BONUS	TOTAL COMP				
$2,499.9 to $1,000.0								
	NO IN POSITION: 12							
$1,497.9	WEIGHTED GROUP AVG:	$100.2	$33.9	$134.1	$131.9			

Scope: A relevant measure of position responsibility (i.e., company sales, number of stores, etc.).

The Group Average is weighted by the number of incumbents.

Reports To: Title of position to which the survey position reports.

Number in Position: The total number of incumbents.

Bonus Companies' Salary, Bonus, and Total Compensation: The annual salary rate in effect as of March 31, 1991, bonus paid in 1991 (for 1990 performance), and total compensation (salary plus bonus). Incumbents eligible for bonus are included here even when a bonus was not awarded.

The Group Average is weighted by the number of incumbents.

Nonbonus Companies' Salary: The annual salary rate in effect as of March 31, 1991.

The Group Average is weighted by the number of incumbents.

Salary Range Minimum, Midpoint or "Control Point," and Maximum: The established salary range of the position, if covered by a formal salary structure.

Food Marketing Institute
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER
Region #1 - Northeast

SCOPE AVG. WEEKLY STORE SALES ($ THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# of Days	# of Nights	# of Hours	# of Sundays	Sun. Pay	Hol. Pay
$500.0 And Above													
NO IN POS: 329													
$604.7 WT'D AVG:	$54.0	$ 7.1	$61.1	$67.8									

Number of Days: Average number of days worked per week (excluding Sunday).

Number of Nights: Average number of nights worked per week.

Number of Hours: Average total hours worked per week (excluding Sunday).

Number of Nights: Average number of Sundays worked per year.

Sunday Pay and Holiday Pay: Sunday and Holiday pay policy code A-G or per day dollar amount.

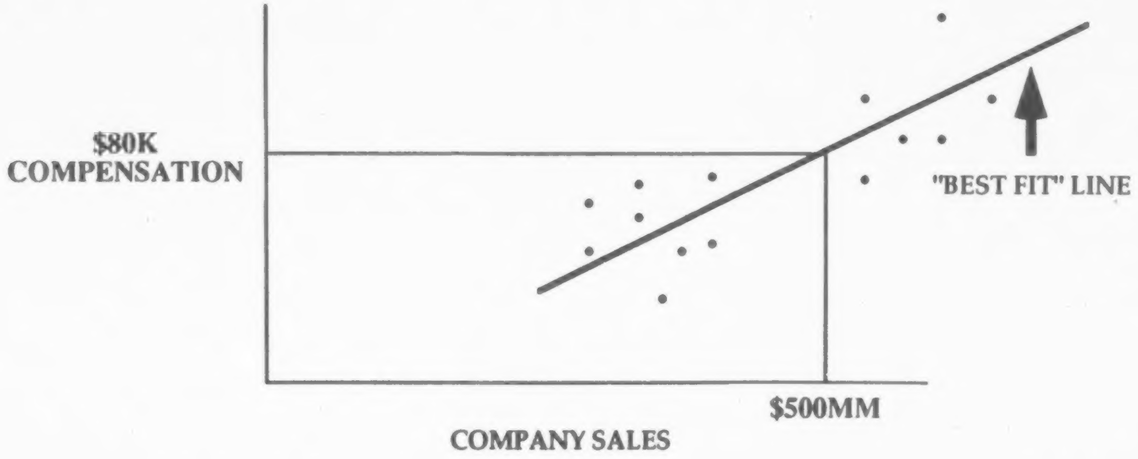
Codes:

A	No additional compensation -- compensatory time off.
B	No additional compensation -- open Sundays.
C	Not applicable -- closed Sundays/Holidays.
D	Straight time pay.
E	Time and one-half (1.5 x) pay.
F	Double time (2 x) pay.
G	Triple time (3 x) pay.

TREND LINE DISPLAYS

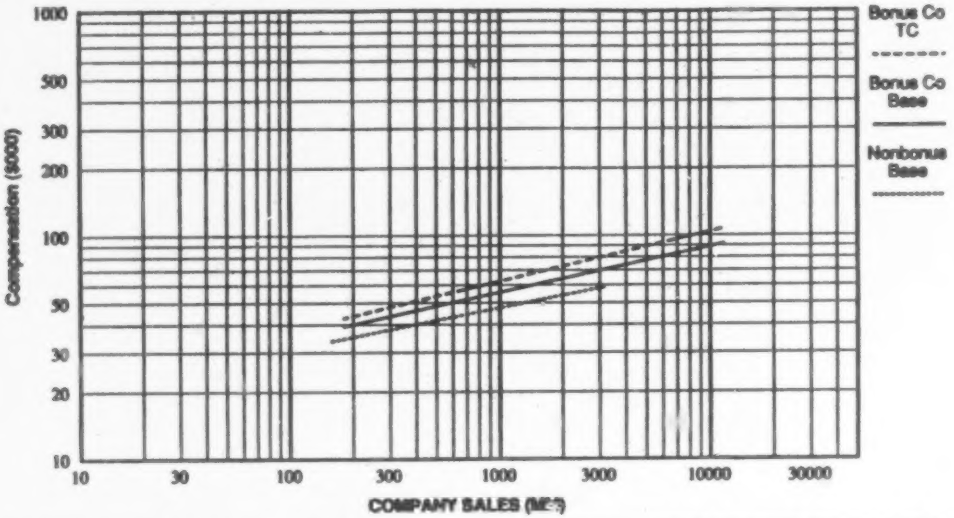
Some companies are reluctant to use these displays because they do not show the actual data that has been reported. Trend line displays, however, can be more useful in analyzing the impact of the size of the operation (scope) on compensation levels. Also, by analyzing the full range of data reported for each position, trend lines tend to compensate better than tabular displays for one or two data points which may deviate significantly from the rest of the data.

The actual data points for each company are analyzed using regression analyses to calculate the "best fit" line through all of the data points. The following illustration shows this process.



The data in this illustration shows that, on average, an executive responsible for $500 million in sales in this position is paid $80,000 annually.

All data have been transformed to the logarithmic scale because it more accurately shows the relationship between compensation and scope. The following example illustrates the way trend lines are presented in this report.



	BonCoBase	TC	Nonbonus
Coeff. Det.	.57	.47	.66
Std. Error	1.19	1.25	1.14

	BonCoBase	TC	Nonbonus
Slope	.20469	.22061	.18522
Y-Int	1.13142	1.13300	1.12077

Axes: Compensation (in $ thousands) is shown on the vertical axis. The scope measure (e.g., company sales, etc.) is shown on the horizontal axis. The units in which the scope measure is expressed are also noted as follows:

M indicates Thousands
MM indicates Millions

For example, Company Sales (MM) indicates that the vertical axis refers to millions. The trend line is read by finding the relevant scope on the horizontal axis and the corresponding compensation figure on the vertical axis. In the above example, company sales of $200MM relates to an average base salary of $40,000 for bonus-paying companies.

Legend: The **Bonus Co Base** line (solid line) shows base salary for bonus-eligible positions. The **Bonus Co TC** line (dashed line) shows total compensation (salary plus bonus) for bonus-eligible positions. The **Nonbonus Base** line (dotted line) shows salary for positions that are not bonus eligible.

__Formulas and Statistics__: The trend line exhibits provide two statistical measures—the coefficient of determination and the standard error—shown in the box on the left below the graph. These statistics explain the impact of the scope measure as a predictor of compensation levels. The chart on page 66 provides guidance in reading the trend lines.

Formulas for the trend lines are shown in the box on the right below the graph. The formula for determining compensation is as follows:

LOG OF COMPENSATION = (LOG OF SCOPE x SLOPE) + Y-INTERCEPT

To use the formula, convert the appropriate scope value to a logarithm. (Note the units in which the scope is expressed, e.g., Company Sales (MM) indicates millions.) Multiply this figure by the slope, and add the result to the y-intercept. The result will be compensation in $ thousands, expressed as a logarithm. Finding the antilog (also known as inverse log) yields compensation in $ thousands.

For example, using the Chief Executive Officer's position, find the value of the __base salary for bonus companies__ at company sales of $1.0 billion. Note that the company sales is expressed in $ millions. Therefore, we convert 1,000 to a logarithm. The logarithm is 3.0. The slope is .34808, and the y-intercept is 1.38890. Substituting these values into the formula, we obtain the following answer:

LOG OF COMPENSATION = (LOG OF SCOPE x SLOPE) + Y-INTERCEPT
= (3.0000 x .34808) + 1.38890
LOG OF COMPENSATION = 2.43314
COMPENSATION (Expressed in $ Thousands) = ANTILOG OF 2.43314
= 271.1

Therefore, the compensation is $271,100.

GUIDE TO DETERMINING USEFULNESS OF TREND LINE ANALYSIS

COEFFICIENT OF DETERMINATION measures the variation in compensation that is explained by the scope.

IF COEFFICIENT OF DETERMINATION IS:	THE PERCENTAGE OF VARIATION IN COMPENSATION WHICH IS EXPLAINED BY SCOPE IS:
.90 - 1.00	90 - 100%
.80 - .89	80 - 89
.70 - .79	70 - 79
.60 - .69	60 - 69
.50 - .59	50 - 59
.40 - .49	40 - 49
.30 - .39	30 - 39
.20 - .29	20 - 29
.10 - .19	10 - 19

STANDARD ERROR measures the scatter or dispersion of points around the trend line.

IF STANDARD ERROR IS:	MOST OF THE DATA FALLS WITHIN ± THIS PERCENTAGE OF THE LINE
1.00 - 1.10	0 - 10%
1.11 - 1.20	11 - 20
1.21 - 1.30	21 - 30
1.31 - 1.40	31 - 40
1.41 - 1.50	41 - 50
1.51 - 1.60	51 - 60
1.61 - 1.70	61 - 70
1.71 - 1.80	71 - 80
1.81 - 1.90	81 - 90

COEFFICIENT OF DETERMINATION	STANDARD ERROR			
	1.0 - 1.2	1.2 - 1.4	1.4 - 1.6	1.6 and Above
.64 - 1.00	**EXCELLENT:** Use with confidence.	**VERY GOOD:** Use with confidence.	**GOOD:** Use with caution since there is a high degree of variability about the line.	**NOT GOOD:** To much variability about the line.
.36 - .64	**VERY GOOD:** Use with confidence.	**GOOD:** Use with confidence.	**ACCEPTABLE:** Use with caution since there is a high degree of variability about the line.	**NOT GOOD:** Too much variability about the line.
.16 - .36	**GOOD:** Use with confidence. Points are clustered about the line but scope is not a predictor of compensation level.	**GOOD:** Use with caution, since scope only partially predicts compensation level and there is a moderate degree of variability about the line.	**NOT GOOD:** Scope only partially predicts compensation levels and there is a high degree of variability about the line.	**NOT GOOD:** Too much variability about the line.

In conducting this survey, we obtained data for scope measures which we believed, based upon previous analysis, provided the best prediction of compensation levels for a given position. Where such a predictive relationship does not exist this year, the trend line is not constructed for that scope measure. Additionally, trend lines are not shown where there are insufficient data.

GEOGRAPHIC ANALYSIS

For **Merchandisers and Buyers, Division, District, and Store Management positions**, participants were asked to provide data on each position within five geographic regions. Where there are sufficient data, analyses have been provided for the following geographic areas.

REGION 1—NORTHEAST:	Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont
REGION 2—NORTHEAST CENTRAL:	Illinois, Indiana, Michigan, Ohio, Wisconsin
REGION 3—WEST CENTRAL:	Arizona, Arkansas, Colorado, Idaho, Iowa, Kansas, Louisiana, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming
REGION 4—SOUTHEAST:	Alabama, Delaware, District of Columbia, Florida, Georgia, Kentucky, Maryland, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia, West Virginia
REGION 5—PACIFIC:	Alaska, California, Hawaii, Oregon, Washington

NATIONAL ANALYSIS

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

Accountable, under the direction of the Board of Directors, for the management of the company's total business performance. Provides overall leadership and direction to the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews the operational and financial progress of the company and divisions to assure achievement of goals and objectives. Provides general direction to merchandising, store operations, and staff activities. Makes decisions of major importance on matters where the interest or objective of more than one operating unit is involved. Assures that efficient organizational practices, including adequate manpower forecasting and planning, are followed throughout the company. Assures capable management succession by proper recruitment and development. Conducts corporate strategic planning that assures targets are determined for continued growth and profitability. Reviews and effectively recommends to the Board salaries, appointments, retirements, etc., for officers. Responsible for establishing and maintaining relations with stockholders, the financial community, government agencies, suppliers, and customers.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2500.0 AND ABOVE	BOARD OF DIR.	$800.0	$756.7	$1556.7				
	BOARD OF DIR.	630.0	288.3	918.3		$398.6	$498.2	$597.9
	BOARD OF DIR.	600.0	362.3	962.3		429.0	572.0	715.0
		555.6	691.5	1247.1				
	BOARD OF DIR.	550.0	330.0	880.0				
	BOARD OF DIR.	550.0	208.6	758.6		386.9	515.8	644.8
	BOARD OF DIR.	520.0	563.6	1083.6				
	BOARD OF DIR.	520.0	260.0	780.0				
	BOARD OF DIR.	509.0	248.0	757.0				
	BOARD OF DIR.	480.0	123.3	603.3				
	BOARD OF DIR.	420.0	179.7	599.7				
	BOARD OF DIR.	415.0	41.7	456.7				
	BOARD OF DIR.	279.9	0.0	279.9				
	NO IN POSITION:	13						
$ 6915.8	WEIGHTED GROUP AVG:	$525.3	$311.8	$837.2				

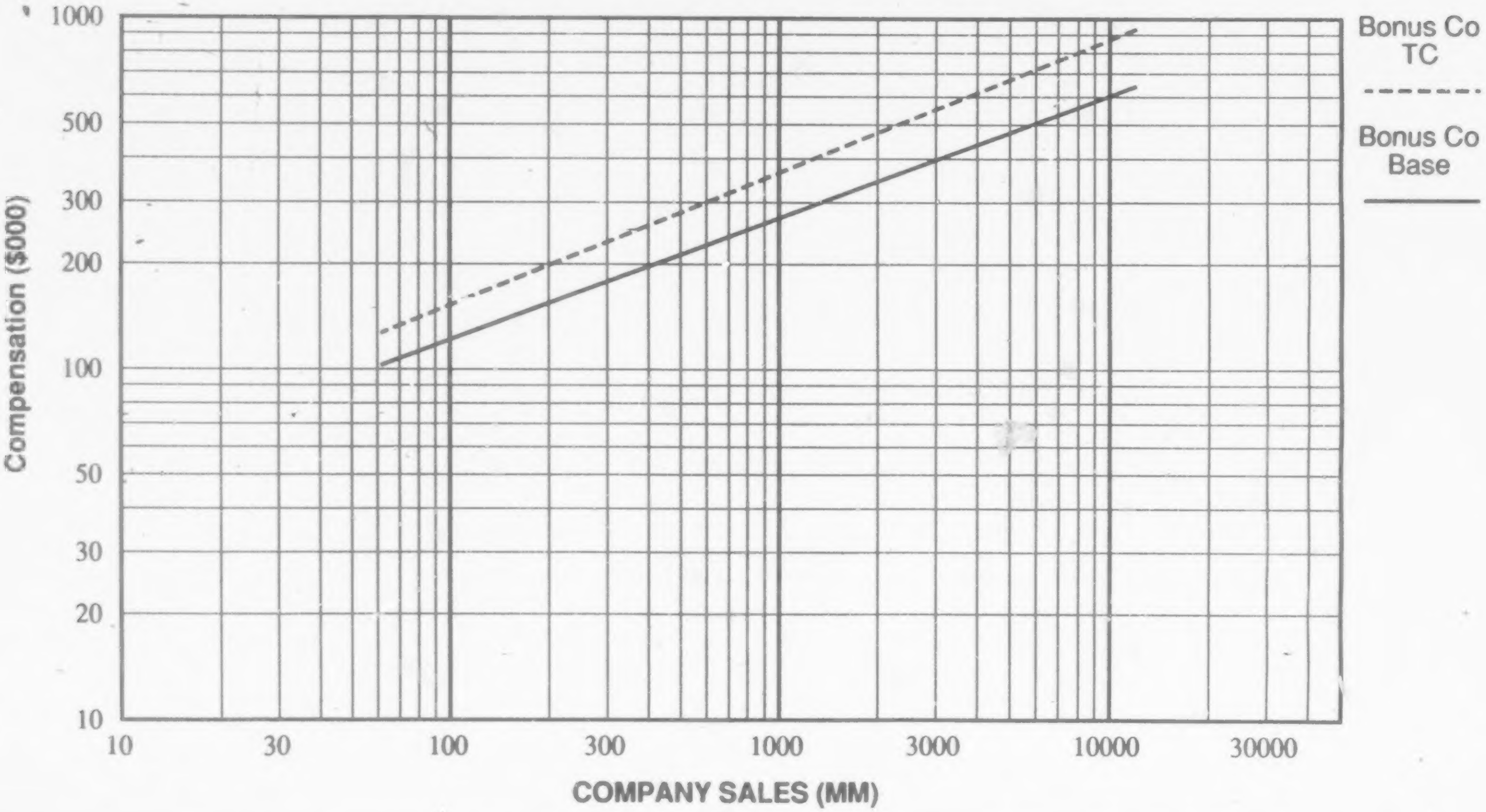
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	BOARD OF DIR.	$410.0	$ 86.1	$496.1		$292.0	$375.0	$458.0
TO	BOARD OF DIR.	374.0	58.0	432.0				
$1000.0	BOARD OF DIR.	350.0	60.0	410.0				
	BOARD OF DIR.	345.0	276.0	621.0				
	BOARD OF DIR.	336.0	233.5	569.5			359.7	
	BOARD OF DIR.				$334.0			
	BOARD OF DIR.	315.0	50.0	365.0				
	BOARD OF DIR.	310.8	202.5	513.3		205.8	257.3	308.8
	BOARD OF DIR.	305.0	0.0	305.0		248.9	311.1	373.3
	CEO/PRESIDENT	285.8	65.7	351.5				
	BOARD OF DIR.	270.0	0.0	270.0		233.0	299.0	365.0
	BOARD OF DIR.	189.0	47.3	236.3				
	BOARD OF DIR.	185.0	62.0	247.0				
	BOARD OF DIR.	161.5	407.3	568.8				
	NO IN POSITION: 14							
$ 1441.2	WEIGHTED GROUP AVG:	$295.2	$119.1	$414.3	$334.0			
$999.9	BOARD OF DIR.	$317.2	$172.5	$489.7		$268.4	$335.5	$402.7
TO	BOARD OF DIR.	315.0	60.0	375.0				
$500.0	BOARD OF DIR.	302.0	100.0	402.0				
	BOARD OF DIR.	300.0	153.4	453.4		203.8	265.0	326.2
	BOARD OF DIR.	245.0	78.7	323.7		106.2	143.5	180.5
	BOARD OF DIR.	220.0	0.0	220.0				
		215.0	215.0	430.0		191.9	235.0	278.3
	BOARD OF DIR.	200.0	117.6	317.6				
	BOARD OF DIR.	185.5	40.1	225.6				
	BOARD OF DIR.	150.0	0.0	150.0		135.0	150.0	165.0
	BOARD OF DIR.	67.6	385.5	453.1				
	NO IN POSITION: 11							
$ 778.0	WEIGHTED GROUP AVG:	$228.8	$120.3	$349.1				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9	BOARD OF DIR.	$550.0	$ 0.0	$550.0				
AND BELOW		450.0	75.0	525.0				
					$400.0			
	BOARD OF DIR.	395.0	265.0	660.0				
	BOARD OF DIR.				350.0			
	BOARD OF DIR.	327.6	235.5	563.1				
	BOARD OF DIR.	320.1	100.0	420.1				
	BOARD OF DIR.	290.0	0.0	290.0				
	BOARD OF DIR.				260.0			
		255.0	100.0	355.0				
					234.0			
	BOARD OF DIR.	202.8	86.4	289.2				
	BOARD OF DIR.	200.0	50.0	250.0				
	BOARD OF DIR.	194.0	106.7	300.7		$191.6	$258.3	$325.2
	BOARD OF DIR.				184.7			
	BOARD OF DIR.	162.7	20.0	182.7				
	BOARD OF DIR.	140.0	27.9	167.9				
	BOARD OF DIR.	124.8	32.0	156.8		83.7		124.8
	BOARD OF DIR.	115.9	0.0	115.9				
	BOARD OF DIR.	110.0	20.0	130.0				
		100.8	33.3	134.1				
	BOARD OF DIR.	99.6	2.9	102.5				
	BOARD OF DIR.	94.6	30.0	124.6				
	BOARD OF DIR.				89.9			
	BOARD OF DIR.	83.5	6.5	90.0				
	BOARD OF DIR.				82.2			
	CEO/PRESIDENT				65.0			
	NO IN POSITION: 27							
$ 233.1	WEIGHTED GROUP AVG:	$221.9	$ 62.7	$284.6	$208.2			
	NO IN POSITION: 65							
$ 1922.0	POSITION AVERAGE:	$310.7	$144.9	$455.7	$222.2			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 1. CHIEF EXECUTIVE OFFICER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.77	.74	
Std. Error	1.31	1.38	

	BonCoBase	TC	Nonbonus
Slope	.34808	.37902	
Y-Int	1.38890	1.42521	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

Provides overall direction and control to achieve the volume and operating profit goals of the company profit centers. Makes recommendations to the Chief Executive Officer on company policies, objectives, and plans. Oversees the management of all company retail store operations, company-wide merchandising and procurement, manufacturing, distribution, and wholesale operations. Responsible for the attainment of projected sales, gross profit margins, expense control, and operating profit.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0	BOARD OF DIR.	$500.0	$300.0	$800.0				
AND ABOVE	CEO/PRESIDENT	500.0	260.0	760.0				
	CEO/PRESIDENT	485.0	316.5	801.5		$351.0	$468.0	$585.0
	CEO/PRESIDENT	400.0	153.7	553.7		251.6	335.5	419.4
	CEO/PRESIDENT	320.0	76.7	396.7		190.5	232.9	275.3
	CEO/PRESIDENT	246.5	107.5	354.0				
	CEO/PRESIDENT	175.0	43.7	218.7				
	CEO/PRESIDENT	123.4	233.6	357.0				
	NO IN POSITION:	8						
$ 5350.3	WEIGHTED GROUP AVG:	$343.7	$186.5	$530.2				

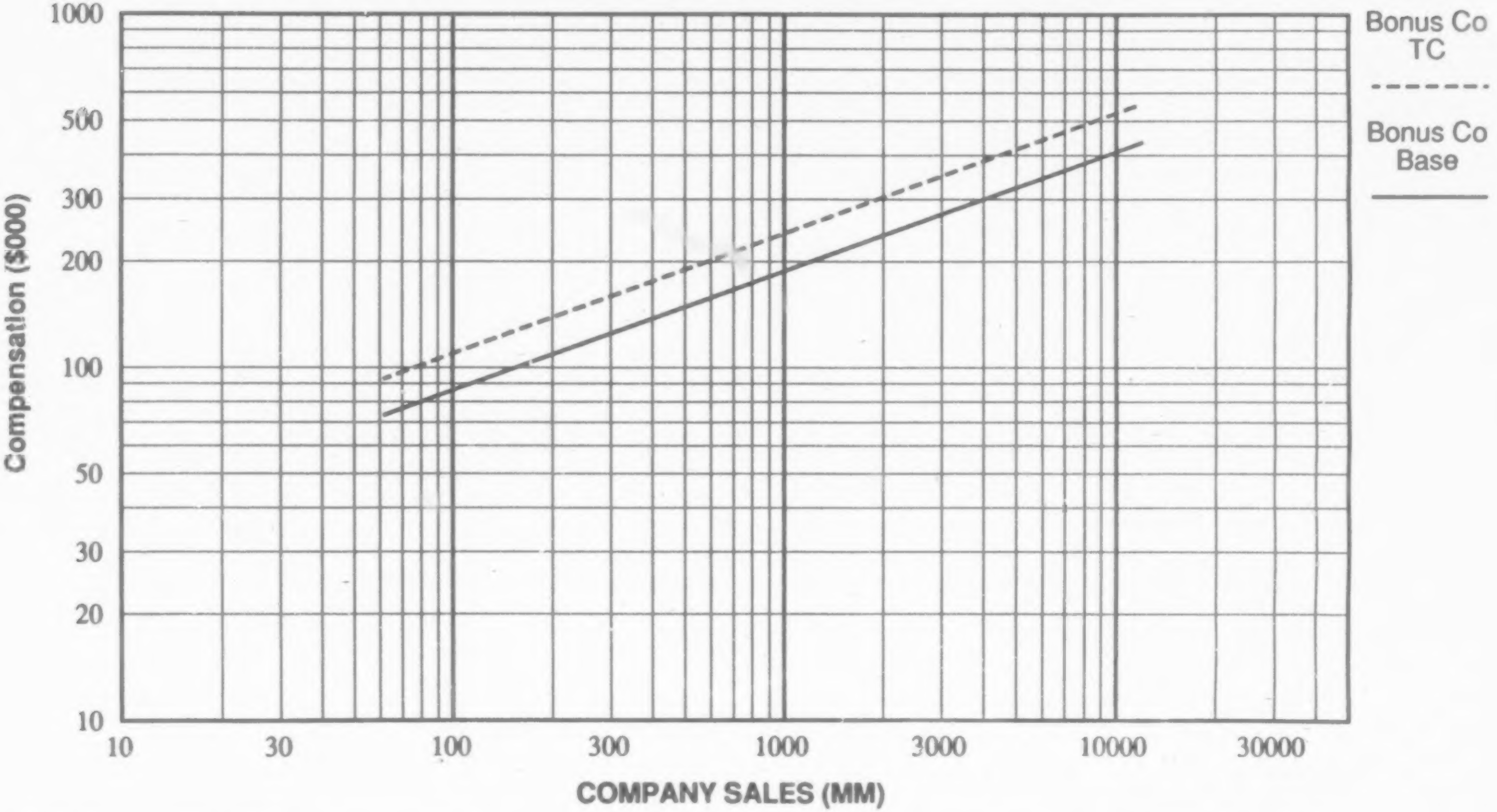
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2499.9	CEO/PRESIDENT	$287.0	$ 46.0	$333.0		$242.7	$315.5	$388.3
TO	CEO/PRESIDENT	267.0	185.5	452.5			272.9	
$750.0	BOARD OF DIR.	243.0	51.0	294.0		208.0	265.0	322.0
	CEO/PRESIDENT	235.0	0.0	235.0		183.9	229.8	275.8
	CEO/PRESIDENT	224.0	112.0	336.0		169.7	207.2	243.6
	CEO/PRESIDENT	181.7	100.0	281.7				
	CEO/PRESIDENT	177.7	87.3	265.0				
	CEO/PRESIDENT	175.0	25.0	200.0				
	CEO/PRESIDENT	165.0	25.0	190.0				
	CEO/PRESIDENT	131.0	112.0	243.0		123.3	151.0	178.8
	CEO/PRESIDENT	125.0	75.0	200.0				
	C.O.O.	103.0	23.9	126.9				
	NO IN POSITION:	12						
$ 1244.0	WEIGHTED GROUP AVG:	$192.9	$ 70.2	$263.1				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$749.9	CEO/PRESIDENT	$430.0	$ 75.0	$505.0				
AND BELOW	CEO/PRESIDENT	350.0	115.0	465.0				
	CEO/PRESIDENT	323.4	229.3	552.7				
	BOARD OF DIR.	320.1	100.0	420.1				
	BOARD OF DIR.	275.0	75.0	350.0				
	CEO/PRESIDENT	275.0	82.5	357.5				
	CEO/PRESIDENT				$208.0			
	CEO/PRESIDENT				200.0			
	CEO/PRESIDENT	185.0	50.0	235.0				
	CEO/PRESIDENT				166.4			
	CEO/PRESIDENT	153.3	20.0	173.3				
	CEO/PRESIDENT	150.0	30.0	180.0				
	CEO/PRESIDENT	127.0	0.0	127.0		$115.0	$127.0	$140.0
	CEO/PRESIDENT	125.0	0.0	125.0				
	CEO/PRESIDENT	110.0	12.0	122.0				
	CEO/PRESIDENT	107.6	20.4	128.0				
		100.8	32.0	132.8				
	BOARD OF DIR.	94.6	30.0	124.6				
	CEO/PRESIDENT	85.0	27.9	112.9				
	CEO/PRESIDENT	83.7	30.8	114.5		60.8		83.7
	SENIOR V.P.	67.4	1.9	69.3				
	CEO/PRESIDENT				64.0			
	NO IN POSITION: 22							
$ 274.4	WEIGHTED GROUP AVG:	$186.8	$ 51.8	$238.6	$159.6			
	NO IN POSITION: 42							
$ 1518.3	POSITION AVERAGE:	$221.8	$ 85.9	$307.7	$159.6			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 2. CHIEF OPERATING OFFICER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.80	.74	
Std. Error	1.26	1.30	

	BonCoBase	TC	Nonbonus
Slope	.33849	.34125	
Y-Int	1.25706	1.35664	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

Develops and implements policies, plans, and programs necessary for the effective management of the company's financial affairs. Directs the treasury, accounting, financial planning, and insurance functions for the corporation. Initiates and coordinates necessary and appropriate accounting policies and procedures for all business units. Maintains corporate funds and cash management program. Directs preparation of all corporate financial reports and budgets. Provides financial counsel to the Chief Executive Officer on major business decisions.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$455.0	$444.8	$899.8				
	CEO/PRESIDENT	295.0	122.3	417.3		$187.2	$249.6	$312.0
	CEO/PRESIDENT	290.0	202.1	492.1		201.1	268.1	335.2
	CEO/PRESIDENT	260.0	0.0	260.0		175.8	219.7	263.3
	CEO/PRESIDENT	256.5	306.3	562.8				
	CEO/PRESIDENT	250.0	220.0	470.0				
	CEO/PRESIDENT	250.0	62.5	312.5				
	CEO/PRESIDENT	234.9	0.0	234.9				
	CEO/PRESIDENT	225.0	50.2	275.2		143.2	175.2	207.5
	CEO/PRESIDENT	185.0	92.5	277.5				
	CEO/PRESIDENT	167.5	34.0	201.5				
	CEO/PRESIDENT	146.0	64.0	210.0				
	CEO/PRESIDENT	130.0	26.0	156.0				
	NO IN POSITION:	13						
$ 6915.8	WEIGHTED GROUP AVG:	$241.9	$125.0	$366.9				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2499.9	CEO/PRESIDENT	$180.0	$ 90.0	$270.0				
TO	CEO/PRESIDENT	180.0	22.5	202.5				
$1000.0	CEO/PRESIDENT	180.0	37.8	217.8		$118.0	$148.0	$178.0
	CEO/PRESIDENT	175.0	94.0	269.0				
	CEO/PRESIDENT	161.7	92.2	253.9		112.9	141.1	169.3
	C.O.O.	156.0	10.9	166.9		91.9	119.4	147.0
	EXEC. V.P.	153.8	66.1	219.9				
	CEO/PRESIDENT	143.3	35.8	179.1				
	CEO/PRESIDENT	128.2	47.6	175.8			128.8	
	CEO/PRESIDENT	114.1	0.0	114.1		106.8	133.5	160.0
	CEO/PRESIDENT	91.0	17.4	108.4				
	BOARD OF DIR.	90.0	5.3	95.3				
	CEO/PRESIDENT	85.5	20.5	106.0				
	CEO/PRESIDENT	74.0	175.0	249.0				
	NO IN POSITION:	14						
$ 1357.9	WEIGHTED GROUP AVG:	$136.6	$ 51.1	$187.7				

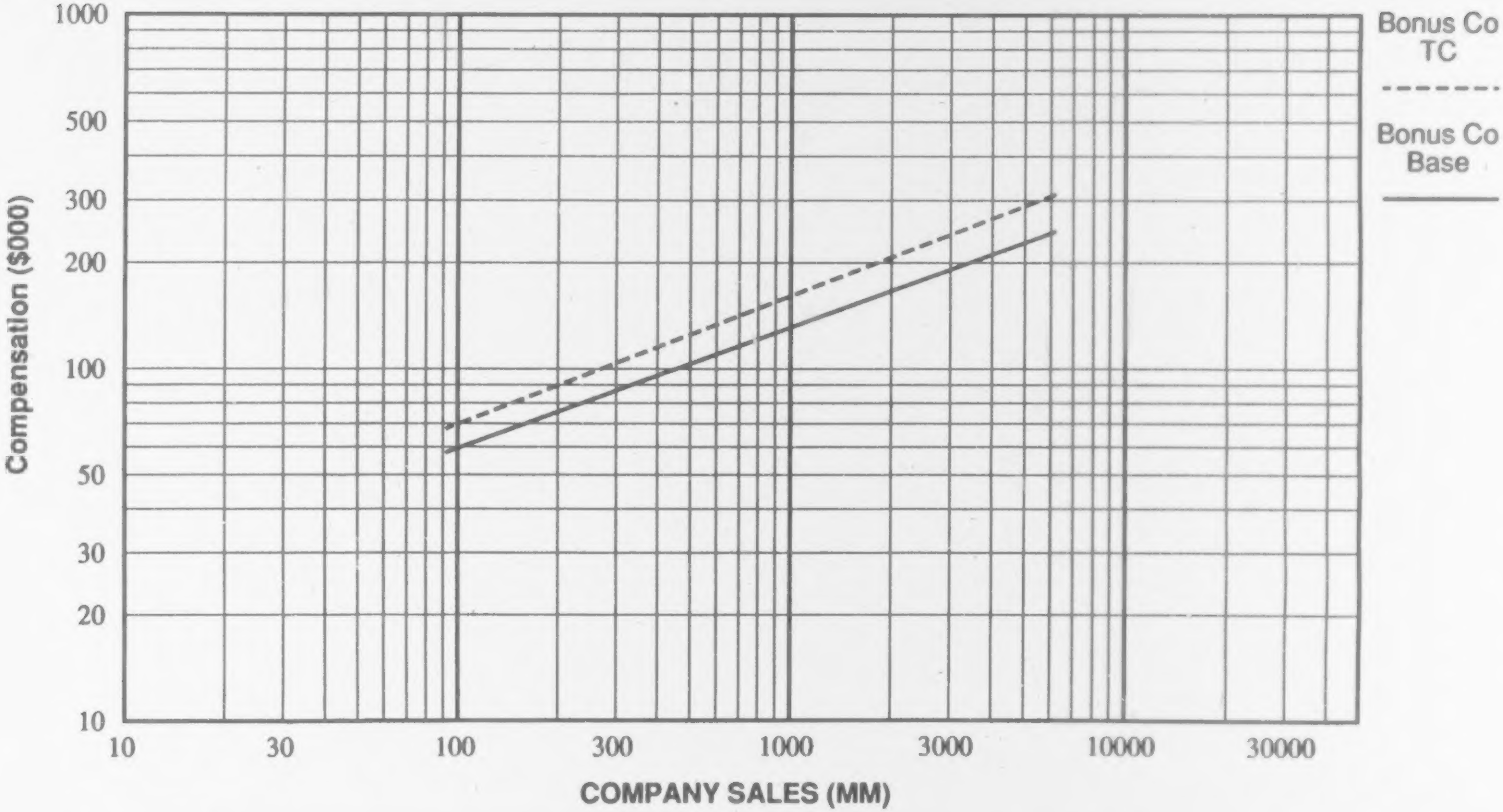
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$999.9	CEO/PRESIDENT	$156.0	$ 61.8	$217.8		$114.5	$143.1	$171.8
TO	C.O.O.	153.3	243.3	396.6				
$500.0	CEO/PRESIDENT	153.0	94.4	247.4		124.0	161.2	198.4
	CEO/PRESIDENT	128.5	22.0	150.5				
	CEO/PRESIDENT	125.0	25.5	150.5		123.7	154.9	185.6
	CEO/PRESIDENT	120.0	15.0	135.0				
	CEO/PRESIDENT	106.0	35.0	141.0		88.5	119.6	150.4
	CEO/PRESIDENT	105.0	41.2	146.2				
	CEO/PRESIDENT	100.0	0.0	100.0		80.0	100.0	120.0
	CEO/PRESIDENT	95.0	0.0	95.0				
	CEO/PRESIDENT	89.0	48.2	137.2		82.1	100.6	119.0
	C.O.O.	83.6	34.0	117.6				
	CEO/PRESIDENT	82.9	19.6	102.5		66.7	81.4	99.1
	C.O.O.	80.0	30.0	110.0		80.3	100.4	120.5
	BOARD OF DIR.	41.6	153.5	195.1				
	NO IN POSITION:	15						
$ 811.1	WEIGHTED GROUP AVG:	$107.9	$ 54.9	$162.8				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9	CEO/PRESIDENT	$190.0	$ 95.0	$285.0				
AND BELOW	CEO/PRESIDENT	168.0	50.4	218.4				
	CEO/PRESIDENT				$160.7			
	CEO/PRESIDENT	158.0	0.0	158.0				
	CEO/PRESIDENT				156.0			
	CEO/PRESIDENT	145.0	54.9	199.9				
	C.O.O.	120.0	20.0	140.0				
	CEO/PRESIDENT				100.0			
	CEO/PRESIDENT	98.1	15.0	113.1				
	CEO/PRESIDENT	90.0	26.3	116.3				
	CEO/PRESIDENT	90.0	22.0	112.0				
	CEO/PRESIDENT	81.9	32.0	113.9		$ 58.5		$ 81.9
	C.O.O.	80.3	10.0	90.3				
	CEO/PRESIDENT	80.0	0.0	80.0				
	EXEC. V.P.				76.0			
	C.O.O.				75.4			
	CEO/PRESIDENT				75.0			
	BOARD OF DIR.				72.8			
	CEO/PRESIDENT	72.5	27.9	100.4				
	CEO/PRESIDENT	68.0	7.5	75.5				
	CEO/PRESIDENT	65.8	0.0	65.8		60.0	73.5	87.0
	CEO/PRESIDENT				65.0			
	C.O.O.	61.0	10.0	71.0				
	CEO/PRESIDENT	55.8	4.3	60.1				
	CEO/PRESIDENT				49.4			
	NO IN POSITION:	25						
$ 239.0	WEIGHTED GROUP AVG:	$101.5	$ 23.5	$125.0	$ 92.3			
	NO IN POSITION:	67						
$ 1896.4	POSITION AVERAGE:	$143.1	$ 61.0	$204.1	$ 92.3			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 3. CHIEF FINANCIAL OFFICER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.77	.65	
Std. Error	1.25	1.33	

	BonCoBase	TC	Nonbonus
Slope	.34261	.36308	
Y-Int	1.09019	1.11790	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 4 - TOP OPERATING COMPANY EXECUTIVE

Accountable to a corporate Chief Executive Officer or group executive for the management of an autonomous operating company's or subsidiary's total business performance. Provides overall leadership and direction to the development of operating policies and objectives. Reviews the operational and financial progress of the company to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Assures efficient organization practices, including management recruiting, employment and development. Prepares and recommends to corporate management strategic plans and objectives for continued growth, profitability, and capital investments.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$1000.0 AND ABOVE	CEO/PRESIDENT	$335.0	$316.1	$651.1				
	CEO/PRESIDENT	270.0	134.1	404.1				
	C.O.O.	255.0	17.9	272.9		$108.4	$142.2	$176.3
	CEO/PRESIDENT	190.0	94.0	284.0		215.6	288.2	360.8
		141.4	12.5	153.9				
	CEO/PRESIDENT	135.0	45.0	180.0				
	CEO/PRESIDENT	119.0	29.8	148.8				
	C.O.O.	112.9	0.0	112.9		91.5	114.4	137.3
	CEO/PRESIDENT	97.1	9.5	106.6		64.0	83.1	102.2
	CEO/PRESIDENT	70.1	167.6	237.7				
	NO IN POSITION: 14							
$ 2335.2	WEIGHTED GROUP AVG:	$166.5	$ 70.9	$237.4				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 4 - TOP OPERATING COMPANY EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$999.9 AND BELOW	CEO/PRESIDENT	$180.0	$ 50.0	$230.0		$163.4	$216.7	$270.0
	C.O.O.	175.0	34.2	209.2				
	CEO/PRESIDENT	175.0	75.0	250.0		131.0	169.0	207.0
	C.O.O.	140.0	78.0	218.0				
	C.O.O.				$130.0			
	CEO/PRESIDENT	130.0	40.0	170.0				
	CEO/PRESIDENT	125.0	17.4	142.4				
	C.O.O.				118.5			
	CEO/PRESIDENT	117.0	47.2	164.2		77.7	101.0	124.3
	CEO/PRESIDENT	113.9	39.0	152.9		90.3	112.9	135.5
	CEO/PRESIDENT	110.5	25.0	135.5				
	EXEC. V.P.				104.6			
	CEO/PRESIDENT				90.0			
	CEO/PRESIDENT	85.7	20.0	105.7				
	CEO/PRESIDENT	83.6	111.2	194.8				
	C.O.O.	77.0	28.0	105.0				
	CEO/PRESIDENT	64.8	7.2	72.0				
	CEO/PRESIDENT				55.0	45.0	52.5	60.0
	CEO/PRESIDENT				46.0			
	NO IN POSITION:	21						
$ 546.5	WEIGHTED GROUP AVG:	$118.3	$ 48.2	$166.5	$ 90.7			
	NO IN POSITION:	35						
$ 1262.0	POSITION AVERAGE:	$141.6	$ 59.1	$200.7	$ 90.7			

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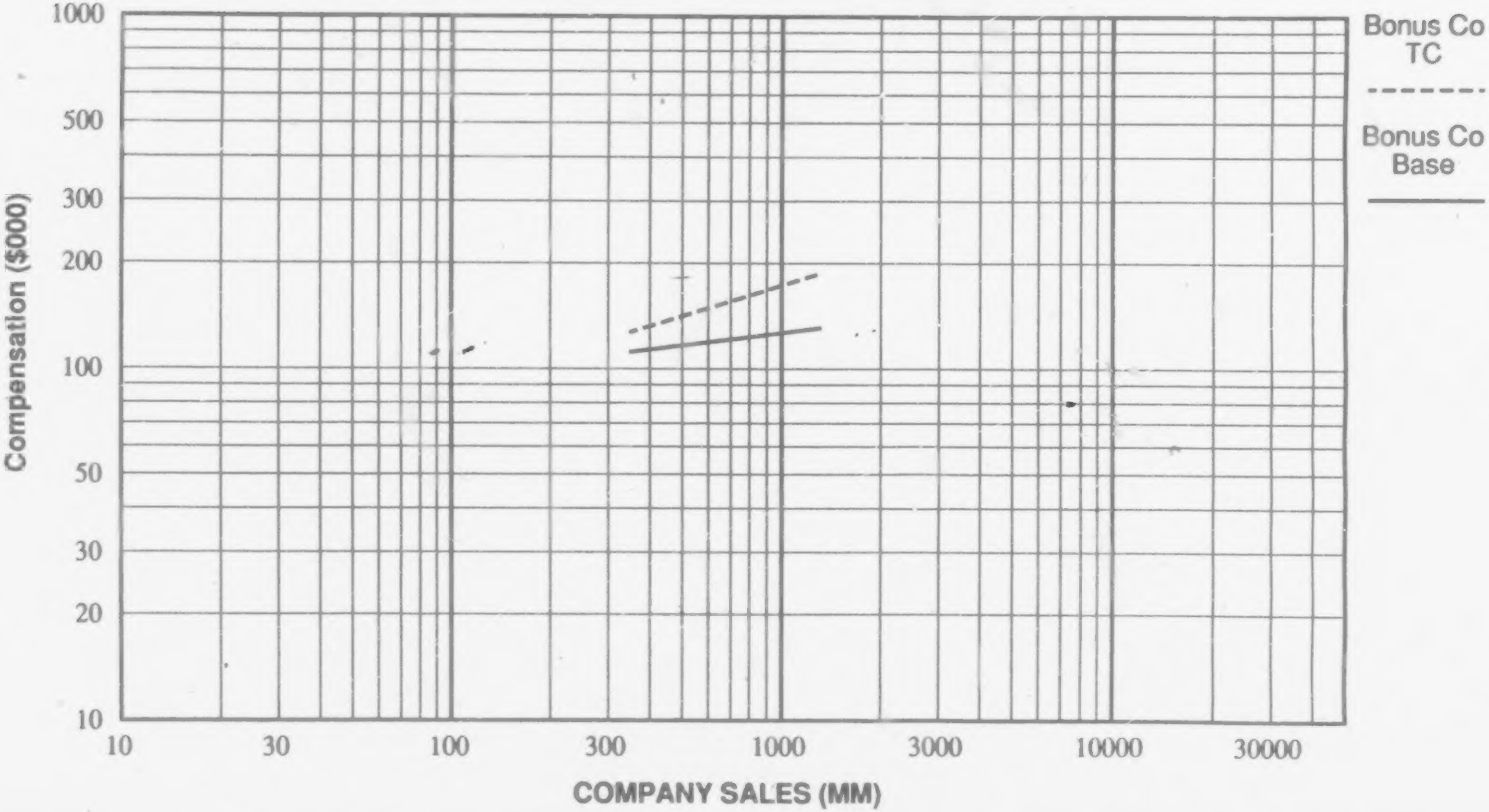
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 4. TOP OPERATING COMPANY EXECUTIVE



	BonCoBase	TC	Nonbonus
Coeff. Det.	.04	.32	
Std. Error	1.31	1.32	

	BonCoBase	TC	Nonbonus
Slope	.11870	.29327	
Y-Int	1.74705	1.35845	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 5 - TOP LEGAL EXECUTIVE

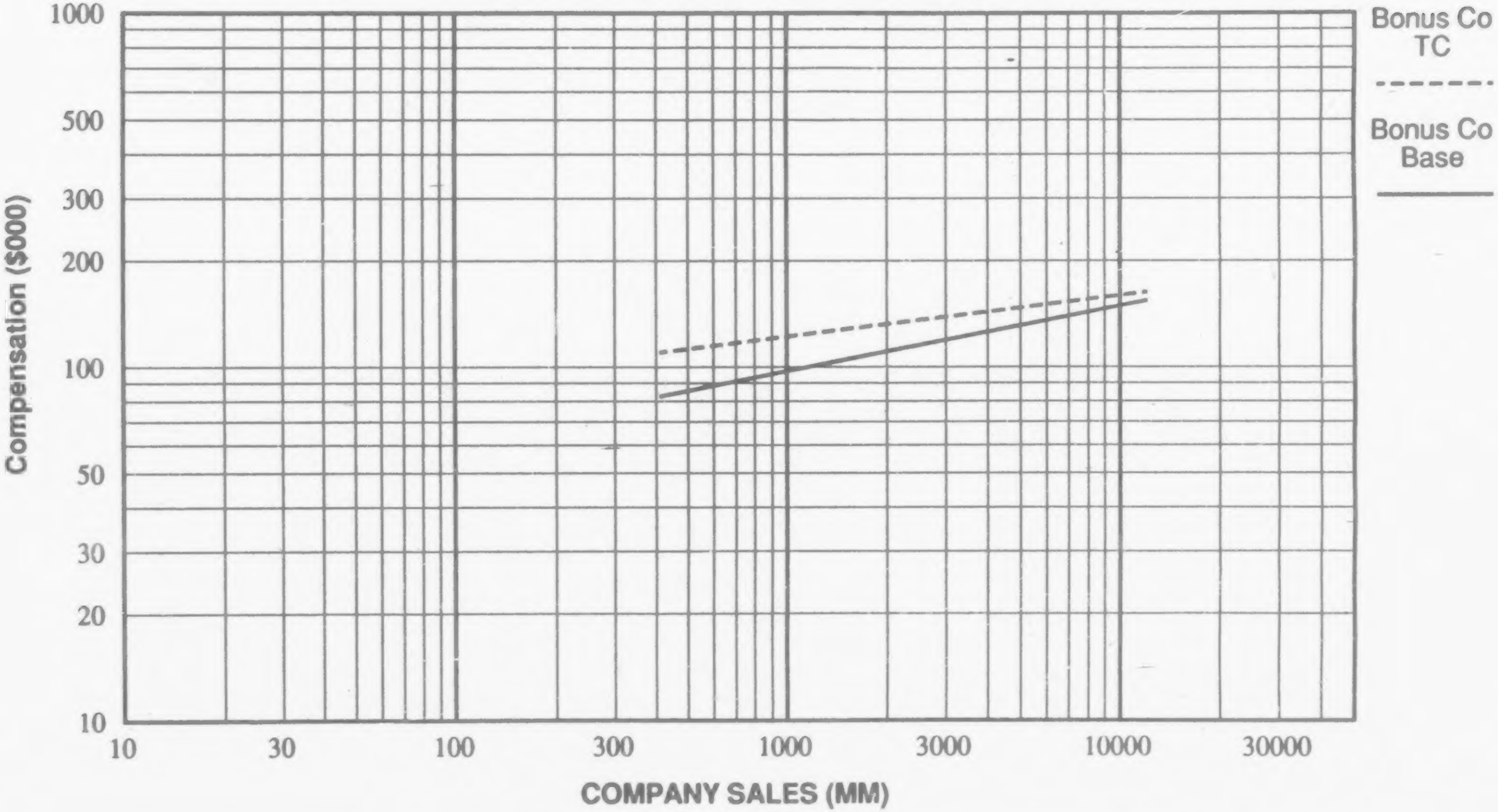
Provides legal counsel and guidance in ordinary and special activities of the corporation to insure maximum protection of corporate legal rights. Assures Chief Executive Officer that corporate and divisional businesses operate within the limits of prescribed law. Directs defense and/or prosecution in suits or claims involving the corporation, subsidiaries, operating companies or divisions. Supervises the preparation of legal forms, reports, statements, etc., related to federal and state filings and regulations.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$307.5	$202.3	$509.8				
	CEO/PRESIDENT	240.0	211.2	451.2				
	CEO/PRESIDENT	170.0	85.0	255.0				
	CEO/PRESIDENT	170.0	42.4	212.4		$122.9	$153.7	$184.4
	CEO/PRESIDENT	162.8	40.6	203.4				
	CEO/PRESIDENT	162.0	0.0	162.0		158.1	197.6	247.0
	EXEC. V.P.	152.0	37.1	189.1		104.3	139.1	173.9
	CEO/PRESIDENT	121.0	233.6	354.6				
	EXEC. V.P.	112.7	36.2	148.9		104.0	130.0	156.0
	CEO/PRESIDENT	76.0	12.3	88.3				
	CEO/PRESIDENT	71.0	14.0	85.0		51.3	66.6	81.8
	VICE PRESIDENT	45.0	6.3	51.3		36.4	42.6	49.1
	NO IN POSITION: 12							
$ 7016.3	WEIGHTED GROUP AVG:	$149.2	$ 76.7	$225.9				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 5 - TOP LEGAL EXECUTIVE

SCOPE COMPANY SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$2499.9 AND BELOW	CEO/PRESIDENT				$283.3			
	CEO/PRESIDENT				200.0			
	CEO/PRESIDENT	$162.0	$ 94.4	$256.4		$124.0	$161.2	$198.4
	C.O.O.	156.0	10.9	166.9		70.0	89.2	108.5
	CEO/PRESIDENT	118.1	43.9	162.0			114.1	
	C.O.O.	113.0	30.4	143.4				
	BOARD OF DIR.	113.0	39.0	152.0		84.0	107.0	131.0
	CEO/PRESIDENT				113.0	96.7	120.8	145.0
	EXEC. V.P.	106.0	41.2	147.2				
	CEO/PRESIDENT	104.8	37.6	142.4		86.0	107.6	129.1
	CEO/PRESIDENT	94.0	60.2	154.2		82.1	100.6	119.0
	CEO/PRESIDENT	92.0	0.0	92.0		58.4	73.0	87.6
	CEO/PRESIDENT	85.2	0.0	85.2		84.8	105.9	127.0
	EXEC. V.P.	82.5	13.0	95.5				
	GROUP EXEC.	62.0	2.4	64.4		53.1	62.5	71.8
	SENIOR V.P.	54.3	24.9	79.2				
	CEO/PRESIDENT				25.0			
	NO IN POSITION:	18						
$ 1160.4	WEIGHTED GROUP AVG:	$ 99.8	$ 30.2	$130.0	$155.3			
	NO IN POSITION:	30						
$ 3502.7	POSITION AVERAGE:	$122.6	$ 51.7	$174.3	$155.3			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 5. TOP LEGAL EXECUTIVE



	BonCoBase	TC	Nonbonus
Coeff. Det.	.38	.12	
Std. Error	1.27	1.37	

	BonCoBase	TC	Nonbonus
Slope	.18506	.11638	
Y-Int	1.43246	1.73767	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

Directs the corporate or operating company accounting function. Recommends accounting policies and procedures. Oversees the preparation and interpretation of accounting reports, forecasts, budgets, expenses, and operating results. Consolidates financial data in period (i.e., monthly, quarterly, etc.) reports on operations. Develops and maintains financial procedures covering the company's inventories. Works with the company's independent auditors on annual financial audit. Prepares annual financial statements for corporate management review. Typically, this position reports to the Chief Financial Officer. (If Controller is Chief Financial Officer, report data under Survey Position 3.)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS-COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	EXEC. V.P.	$150.0	$138.3	$288.3				
	EXEC. V.P.	139.0	28.8	167.8		$104.3	$139.1	$173.9
	SENIOR V.P.	130.0	26.1	156.1		103.3	126.5	149.6
	EXEC. V.P.	127.0	41.3	168.3		107.0	134.0	161.0
	SENIOR V.P.	109.0	31.2	140.2		108.6	135.7	162.9
	SENIOR V.P.	102.5	30.8	133.3				
	EXEC. V.P.	99.9	0.0	99.9				
	SENIOR V.P.	95.0	22.1	117.1		71.6	91.5	111.3
	SENIOR V.P.	92.0	13.8	105.8				
	SENIOR V.P.	89.6	68.5	158.1		56.8	75.3	93.8
	SENIOR V.P.	85.8	51.6	137.4		56.9	71.2	85.4
	VICE PRESIDENT	82.0	12.9	94.9				
	GROUP EXEC.	78.0	15.0	93.0		69.7	88.9	108.0
	EXEC. V.P.	75.0	11.6	86.6				
	NO IN POSITION:	14						
$ 6751.7	WEIGHTED GROUP AVG:	$103.9	$ 35.2	$139.1				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	CEO/PRESIDENT				$157.8			
TO	CEO/PRESIDENT	$117.0	$ 0.0	$117.0		$ 86.0	$107.0	$128.0
$1000.0	EXEC. V.P.	110.0	53.9	163.9		76.3	95.4	114.5
	CEO/PRESIDENT	100.0	40.0	140.0				
	EXEC. V.P.	99.2	28.9	128.1				
	GROUP EXEC.	92.1	13.2	105.3				
	VICE PRESIDENT	86.7	0.0	86.7		67.3	84.0	100.8
	SENIOR V.P.	85.8	5.0	90.8		64.0	83.1	102.2
	CEO/PRESIDENT	85.0	13.7	98.7				
	EXEC. V.P.	85.0	5.9	90.9		57.1	72.5	88.0
	SENIOR V.P.	82.5	13.0	95.5		63.0	78.0	93.0
	CEO/PRESIDENT				81.0	74.2	92.7	111.3
	SENIOR V.P.	80.1	19.9	100.0				
	C.O.O.	80.0	28.3	108.3		81.1	105.4	129.6
	CEO/PRESIDENT	79.0	26.0	105.0				
	VICE PRESIDENT	76.5	14.4	90.9		59.7	79.6	99.5
	SENIOR V.P.	72.5	3.5	76.0		64.6	76.0	87.4
	SENIOR V.P.	64.7	16.2	80.9				
	VICE PRESIDENT	52.0	93.7	145.7				
	NO IN POSITION: 19							
$ 1411.6	WEIGHTED GROUP AVG:	$ 85.2	$ 22.1	$107.3	$119.4			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

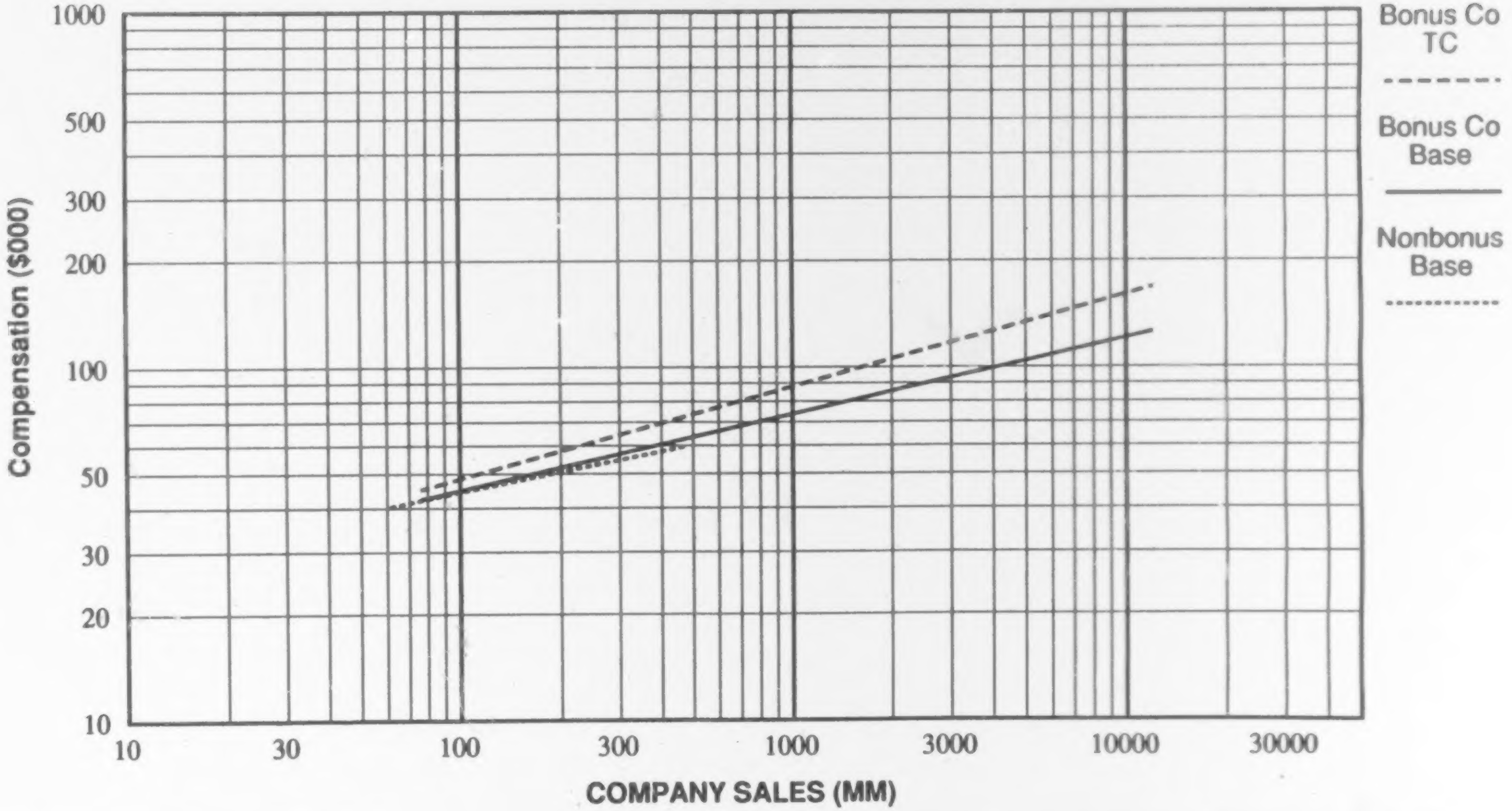
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$999.9 TO $500.0	C.O.O.	$105.0	$ 24.0	$129.0		$107.7	$139.4	$170.8
	SENIOR V.P.	85.5	12.8	98.3				
	SENIOR V.P.	85.0	29.5	114.5		58.5	76.0	93.5
	EXEC. V.P.	81.5	10.0	91.5				
	EXEC. V.P.	76.0	14.0	90.0		72.0	90.0	108.0
	VICE PRESIDENT	73.1	16.9	90.0		53.4	66.7	80.1
	VICE PRESIDENT	69.6	18.3	87.9		57.9	73.9	89.9
	C.O.O.	61.4	13.0	74.4				
	VICE PRESIDENT	59.3	0.0	59.3		50.0	60.0	62.5
	VICE PRESIDENT	58.6	15.0	73.6		61.5	75.4	89.2
	C.O.O.	58.2	23.9	82.1				
	SENIOR V.P.	54.0	0.9	54.9				
	VICE PRESIDENT	53.6	0.0	53.6		49.0	64.2	79.5
	VICE PRESIDENT	50.0	18.0	68.0		46.1	57.6	69.1
	VICE PRESIDENT	49.7	2.2	51.9		40.9	50.0	60.9
	NO IN POSITION:	15						
$ 810.2	WEIGHTED GROUP AVG:	$ 68.0	$ 13.3	$ 81.3				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9	SENIOR V.P.	$105.0	$ 31.4	$136.4				
AND BELOW	SENIOR V.P.	85.0	0.0	85.0				
	CEO/PRESIDENT	70.0	33.3	103.3		$ 83.2	$109.2	$135.3
	VICE PRESIDENT	66.0	16.5	82.5				
	VICE PRESIDENT				$ 65.8			
	CEO/PRESIDENT				65.5			
	SENIOR V.P.				65.0			
	SENIOR V.P.	58.0	17.0	75.0				
	SENIOR V.P.	56.8	1.6	58.4				
	GROUP EXEC.				55.6			
	EXEC. V.P.				55.0			
		55.0	3.0	58.0				
	VICE PRESIDENT				48.3	41.6	49.9	59.8
	GROUP EXEC.				45.6			
	VICE PRESIDENT	44.5	8.9	53.4		36.4		50.4
		43.7	1.5	45.2				
					42.6			
	EXEC. V.P.				42.1			
	CEO/PRESIDENT				41.6			
	VICE PRESIDENT				40.7	26.8	33.5	40.2
	VICE PRESIDENT	39.3	5.8	45.1		28.4	37.4	46.5
	CEO/PRESIDENT	34.5	3.5	38.0				
	CEO/PRESIDENT		.		31.2	30.0	50.2	70.5
	NO IN POSITION: 24							
$ 267.7	WEIGHTED GROUP AVG:	$ 58.5	$ 11.0	$ 69.5	$ 49.9			

	NO IN POSITION: 72				
$ 1943.4	POSITION AVERAGE:	$ 79.8	$ 20.6	$100.4	$ 59.8

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 6. CONTROLLER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.54	.54	.49
Std. Error	1.24	1.30	1.22

	BonCoBase	TC	Nonbonus
Slope	.21517	.25994	.19039
Y-Int	1.22187	1.16581	1.26565

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 7 - TOP AUDIT EXECUTIVE

Responsible for the verification of internal accounting, statistical and general corporate records. Determines the reliability and effectiveness of financial management control systems and implements new systems to assure compliance with corporate accounting systems, procedures and methods. Responsible for legal compliance and the detection and prevention of fraud. May be the company representative to outside agencies, if necessary.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	EXEC. V.P.	$ 95.8	$ 23.7	$119.5		$ 78.0	$ 97.5	$117.0
	SENIOR V.P.	93.6	12.0	105.6		56.9	71.2	85.4
	EXEC. V.P.	85.0	24.8	109.8				
	SENIOR V.P.	73.5	7.4	80.9				
	SENIOR V.P.	69.5	4.4	73.9		67.4	82.4	97.4
	EXEC. V.P.	63.0	9.5	72.5		56.8	75.7	94.6
	VICE PRESIDENT	57.0	11.0	68.0		45.2	58.9	72.5
	EXEC. V.P.				$ 55.2			
	VICE PRESIDENT	54.1	18.4	72.5				
	VICE PRESIDENT	53.0	7.5	60.5		36.5	47.6	55.6
	NO IN POSITION:	10						
$ 6206.1	WEIGHTED GROUP AVG:	$ 71.6	$ 13.2	$ 84.8	$ 55.2			

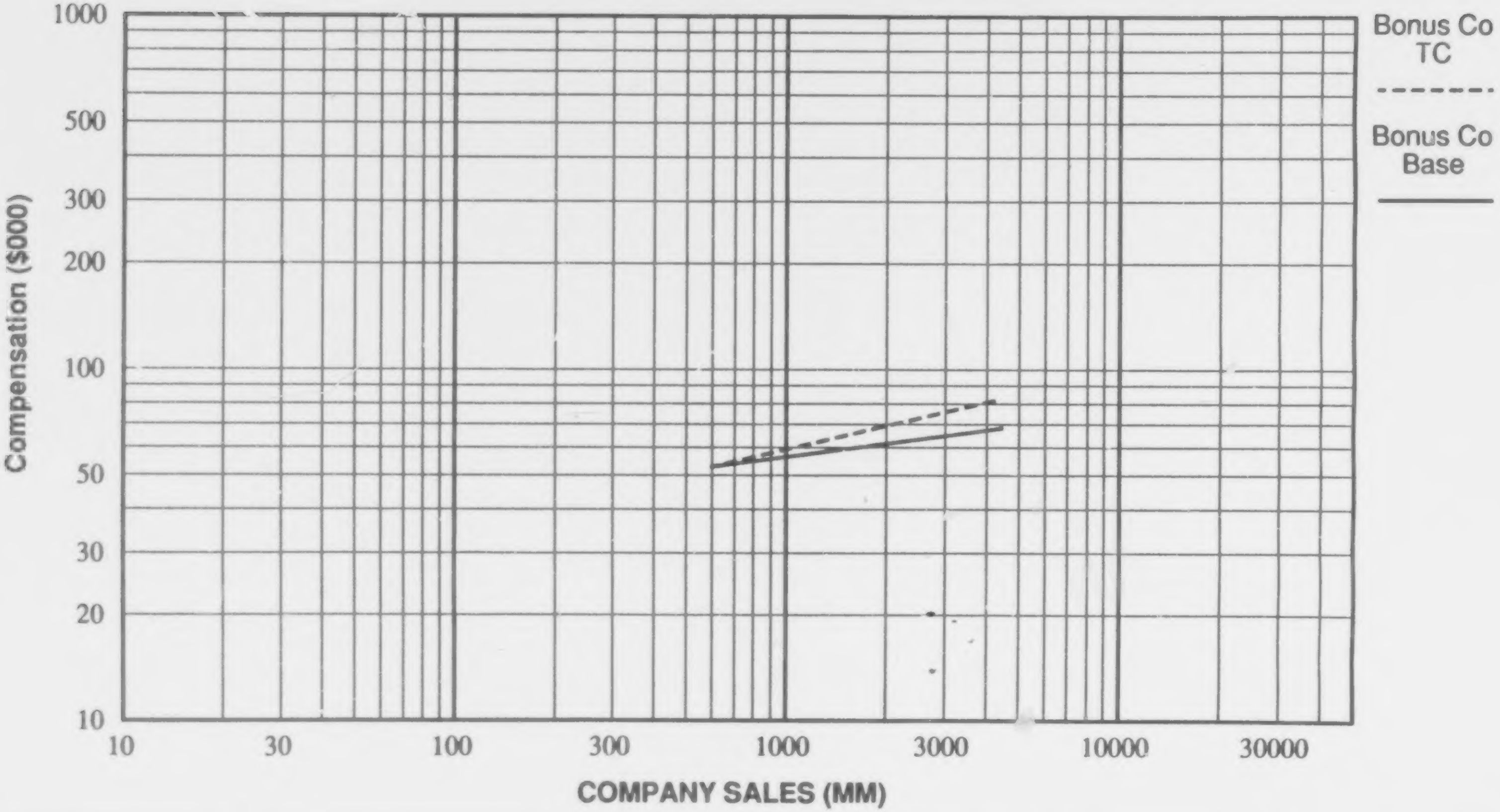
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 7 - TOP AUDIT EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9 AND BELOW	C.O.O.	$ 63.6	$ 0.0	$ 63.6		$ 50.0	$ 60.0	$ 65.0
	BOARD OF DIR.	62.0	11.1	73.1		61.2	77.9	94.6
	SENIOR V.P.	60.0	0.0	60.0				
	VICE PRESIDENT	58.2	7.7	65.9		44.1	55.2	66.2
	GROUP EXEC.				$ 57.0	50.9	62.3	73.8
	CEO/PRESIDENT				55.0	40.0	51.5	63.0
	VICE PRESIDENT	51.5	2.1	53.6		42.5	50.0	57.5
	VICE PRESIDENT				49.6	43.5	53.3	63.1
	C.O.O.	48.3	3.3	51.6				
	VICE PRESIDENT	46.8	5.2	52.0				
	VICE PRESIDENT	46.3	12.9	59.2		33.6	42.0	50.4
	VICE PRESIDENT	42.0	2.5	44.5		36.5	44.6	54.3
	CEO/PRESIDENT	39.5	4.7	44.2				
	VICE PRESIDENT	35.5	5.7	41.2				
	EXEC. V.P.				34.0			
	VICE PRESIDENT				32.2			
	SENIOR V.P.	32.0	2.0	34.0				
	VICE PRESIDENT	21.6	4.9	26.5				
					19.8			
	NO IN POSITION: 19							
$ 868.6	WEIGHTED GROUP AVG:	$ 46.7	$ 4.8	$ 51.5	$ 41.3			
	NO IN POSITION: 29							
$ 2709.1	POSITION AVERAGE:	$ 56.9	$ 8.2	$ 65.1	$ 43.3			

FOOD MARKETING INSTITUTE

1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 7. TOP AUDIT EXECUTIVE



	BonCoBase	TC	Nonbonus
Coeff. Det.	.31	.49	
Std. Error	1.23	1.26	

	BonCoBase	TC	Nonbonus
Slope	.12470	.22373	
Y-Int	1.37804	1.10202	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP MIS EXECUTIVE

Directs the MIS function of the corporation or operating company. Analyzes management needs regarding information retrieval, data control and expanded use of computer and data processing equipment in company operations. Provides advice and counsel to management concerning the application of computer techniques to business requirements. Evaluates and oversees divisional/regional data processing operations. Recommends the location, type, size and equipment for data processing installations in divisional/regional organizations. Audits EDP systems and operations within divisional organizations. Maintains contact with professional associations, hardware/software companies, etc., and recommends to management new computer equipment and applications to improve business operations.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$150.0	$112.8	$262.8				
	SENIOR V.P.	145.5	43.7	189.2				
	SENIOR V.P.	144.5	36.1	180.6		$108.6	$135.7	$162.9
	CEO/PRESIDENT	140.0	40.4	180.4				
	SENIOR V.P.	137.0	73.4	210.4				
	SENIOR V.P.	135.0	44.6	179.6		103.9	133.9	163.9
	EXEC. V.P.	134.5	54.6	189.1		91.5	114.4	143.0
	EXEC. V.P.	130.6	41.8	172.4		104.0	130.0	156.0
	SENIOR V.P.	123.0	25.1	148.1		95.9	127.8	159.8
	C.O.O.	122.0	30.1	152.1		94.4	115.5	136.6
	CEO/PRESIDENT	121.0	130.0	251.0				
	CEO/PRESIDENT	115.0	20.1	135.1				
	EXEC. V.P.	110.0	11.6	121.6				
	C.O.O.	110.0	23.0	133.0		84.5	108.1	131.8
	CEO/PRESIDENT	99.9	0.0	99.9				
	VICE PRESIDENT	91.5	19.6	111.1				
	NO IN POSITION:	16						
$ 6343.7	WEIGHTED GROUP AVG:	$125.6	$ 44.2	$169.8				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP MIS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	C.O.O.				$153.8	$105.4	$131.7	$158.0
TO	C.O.O.	$138.0	$ 56.3	$194.3				
$1000.0	CEO/PRESIDENT	125.0	20.0	145.0				
	CEO/PRESIDENT	125.0	26.3	151.3		93.0	117.0	140.0
	VICE PRESIDENT	105.5	37.1	142.6			110.7	
	EXEC. V.P.	104.9	50.8	155.7		76.3	95.4	114.5
	CEO/PRESIDENT				103.0	84.7	105.8	127.0
	CEO/PRESIDENT	100.0	28.0	128.0				
	GROUP EXEC.	95.0	5.6	100.6				
	VICE PRESIDENT	92.1	8.2	100.3				
	SENIOR V.P.	90.0	0.0	90.0		86.0	107.0	128.0
	CEO/PRESIDENT	88.0	16.8	104.8				
	VICE PRESIDENT	88.0	26.4	114.4				
	SENIOR V.P.	85.0	21.3	106.3				
	VICE PRESIDENT	82.4	0.0	82.4		72.7	90.7	109.0
	EXEC. V.P.	76.9	5.4	82.3		50.8	65.8	80.9
	SENIOR V.P.	54.6	9.4	64.0				
	SENIOR V.P.	44.3	34.7	79.0				
	NO IN POSITION: 18							
$ 1401.0	WEIGHTED GROUP AVG:	$ 93.4	$ 21.7	$115.1	$128.4			

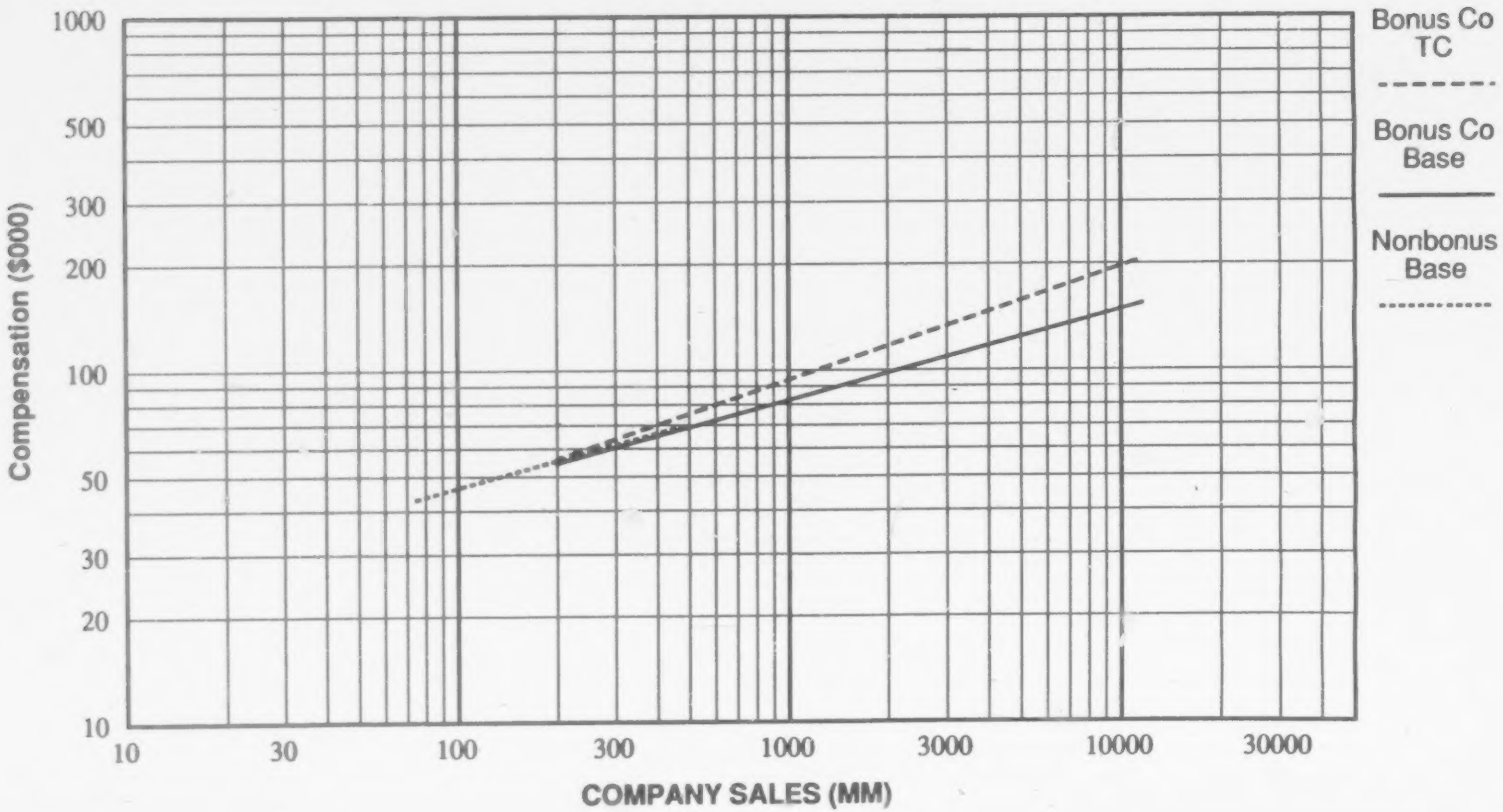
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP MIS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	EXEC. V.P.	$ 94.5	$ 10.0	$104.5				
TO	SENIOR V.P.	82.0	29.5	111.5		$ 58.5	$ 76.0	$ 93.5
$500.0	EXEC. V.P.	79.0	14.0	93.0		62.9	78.6	94.4
	BOARD OF DIR.	78.0	7.5	85.5				
	C.O.O.	77.5	17.8	95.3		70.7	88.4	106.1
	SENIOR V.P.	77.2	8.1	85.3		57.9	73.9	89.9
	VICE PRESIDENT	76.2	17.2	93.4		64.6	80.8	97.0
	SENIOR V.P.	71.0	4.0	75.0				
	CEO/PRESIDENT	66.1	9.4	75.5				
	VICE PRESIDENT	66.0	20.0	86.0		49.1	60.6	72.1
	C.O.O.	64.6	27.1	91.7				
	VICE PRESIDENT	59.3	0.0	59.3		55.0	60.0	65.0
	VICE PRESIDENT	58.0	9.4	67.4		48.5	59.4	70.3
	SENIOR V.P.	57.0	0.0	57.0		37.8	49.5	61.4
	VICE PRESIDENT	56.1	13.9	70.0		61.4	83.0	104.4
	NO IN POSITION:	15						
$ 798.9	WEIGHTED GROUP AVG:	$ 70.8	$ 12.6	$ 83.4				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP MIS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9	C.O.O.	$150.0	$ 0.0	$150.0				
AND BELOW	SENIOR V.P.	105.0	34.9	139.9				
	CEO/PRESIDENT	85.7	10.0	95.7				
	SENIOR V.P.				$ 85.0			
	C.O.O.	76.0	19.0	95.0				
	C.O.O.	75.0	12.5	87.5		$ 48.0	$ 72.0	$ 96.0
	VICE PRESIDENT				74.2			
	C.O.O.	60.0	8.0	68.0				
	SENIOR V.P.	57.5	0.0	57.5				
		57.2	20.0	77.2		47.3		57.2
	VICE PRESIDENT				54.6	41.6	49.9	59.8
	SENIOR V.P.	52.5	17.5	70.0				
	GROUP EXEC.				52.3			
	C.O.O.				47.7			
	CEO/PRESIDENT				46.5			
					46.2	35.0	40.0	45.0
	SENIOR V.P.	45.4	1.3	46.7				
	SENIOR V.P.	45.3	10.2	55.5				
	CEO/PRESIDENT				44.8			
	CEO/PRESIDENT	43.5	2.5	46.0				
	EXEC. V.P.				42.0			
	GROUP EXEC.				36.4	32.0	35.0	38.0
	SENIOR V.P.	35.0	1.0	36.0				
	NO IN POSITION: 23							
$ 239.8	WEIGHTED GROUP AVG:	$ 68.3	$ 10.5	$ 78.8	$ 53.0			
	NO IN POSITION: 72							
$ 2003.0	POSITION AVERAGE:	$ 90.9	$ 23.0	$113.9	$ 65.5			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 8. TOP MIS EXECUTIVE



	BonCoBase	TC	Nonbonus
Coeff. Det.	.65	.71	.67
Std. Error	1.23	1.26	1.22

	BonCoBase	TC	Nonbonus
Slope	.25661	.31977	.25748
Y-Int	1.14482	1.01420	1.15258

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP HUMAN RESOURCES W/LABOR RELATIONS

Develops, recommends, and implements human resources policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, labor relations, and safety/health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Oversees the effective negotiation of labor agreements with company unions. Coordinates promotions, transfers and employee placements between company and divisional profit centers. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$199.0	$121.6	$320.6		$158.1	$197.6	41.0
	CEO/PRESIDENT	177.0	59.1	236.1		134.9	168.6	202.3
	CEO/PRESIDENT	162.8	40.6	203.4				
	CEO/PRESIDENT	155.0	77.5	232.5				
	CEO/PRESIDENT	135.0	30.6	165.6		127.3	155.8	184.4
	CEO/PRESIDENT	105.5	0.0	105.5				
	CEO/PRESIDENT	101.8	123.1	224.9				
	CEO/PRESIDENT	77.0	12.5	89.5				
	NO IN POSITION:	8						
$ 5110.6	WEIGHTED GROUP AVG:	$139.1	$ 58.2	$197.3				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP HUMAN RESOURCES
W/LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	C.O.O.				$161.2			
TO	CEO/PRESIDENT	$130.5	$ 0.0	$130.5		$110.0	$138.0	$166.0
$1000.0	CEO/PRESIDENT	130.1	48.4	178.5			128.8	
	CEO/PRESIDENT	120.0	20.0	140.0				
	CEO/PRESIDENT	107.0	22.5	129.5		93.0	117.0	140.0
	CEO/PRESIDENT				102.5	84.7	105.8	127.0
	C.O.O.	100.0	7.0	107.0		78.0	100.2	122.5
	CEO/PRESIDENT	90.9	22.7	113.6				
	VICE PRESIDENT	87.0	10.5	97.5				
	CEO/PRESIDENT	80.7	190.7	271.4				
	C.O.O.	80.1	16.9	97.0				
	CEO/PRESIDENT	75.6	0.0	75.6		67.3	84.0	100.8
	NO IN POSITION:	12						
$ 1497.9	WEIGHTED GROUP AVG:	$100.2	$ 33.9	$134.1	$131.9			
$999.9	CEO/PRESIDENT	$101.0	$ 68.8	$169.8		$ 82.1	$100.6	$119.0
TO	C.O.O.	88.0	24.6	112.6		72.9	93.4	113.8
$500.0	C.O.O.	87.4	0.0	87.4		70.0	82.5	90.0
	CEO/PRESIDENT	85.5	16.7	102.2				
	SENIOR V.P.	85.0	0.0	85.0		58.5	76.0	93.5
	C.O.O.	85.0	25.5	110.5		80.3	100.4	120.5
	CEO/PRESIDENT	83.5	20.3	103.8		61.4	83.0	104.4
	EXEC. V.P.	79.0	13.3	92.3		62.9	78.6	94.4
	EXEC. V.P.	78.0	3.5	81.5				
	CEO/PRESIDENT	70.7	15.7	86.4		53.4	66.8	80.1
	CEO/PRESIDENT	56.1	10.9	67.0		40.9	50.0	60.9
	SENIOR V.P.	55.0	0.0	55.0		44.8	58.7	72.5
	NO IN POSITION:	12						
$ 802.5	WEIGHTED GROUP AVG:	$ 79.5	$ 16.6	$ 96.1				

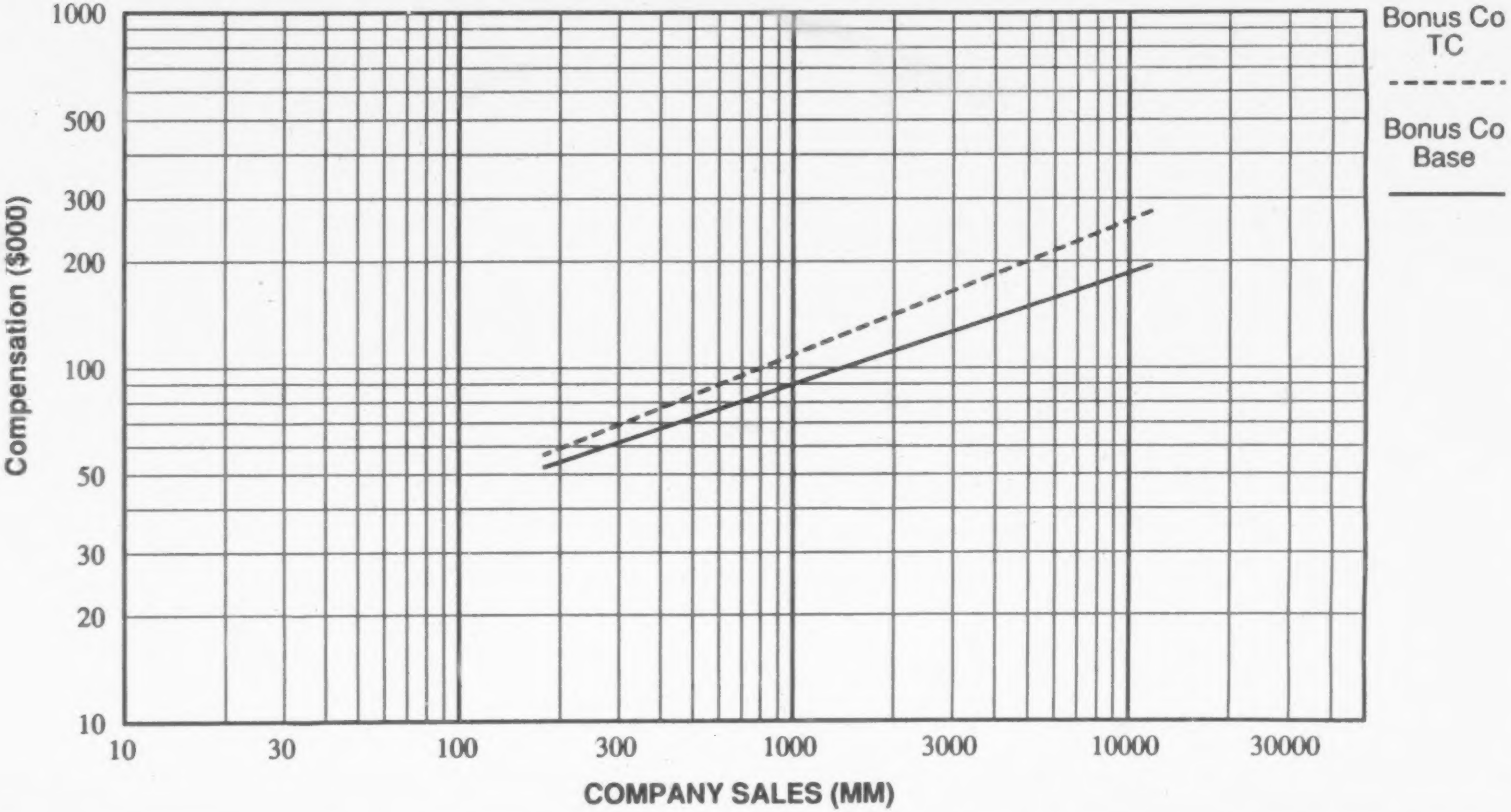
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP HUMAN RESOURCES W/LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$499.9 AND BELOW	CEO/PRESIDENT	$118.0	$ 25.0	$143.0		$ 93.0	$116.0	$139.0
	C.O.O.	95.0	28.5	123.5				
	C.O.O.	91.0	34.0	125.0				
	CEO/PRESIDENT	74.5	35.4	109.9		83.2	109.2	135.3
	EXEC. V.P.				$ 69.0			
	C.O.O.				64.5			
	C.O.O.	58.0	5.0	63.0				
	CEO/PRESIDENT	55.9	15.3	71.2				
	VICE PRESIDENT	53.5	0.0	53.5				
	CEO/PRESIDENT	46.8	1.5	48.3				
	CEO/PRESIDENT				40.0			
	NO IN POSITION:	11						
$ 295.4	WEIGHTED GROUP AVG:	$ 74.1	$ 18.1	$ 92.2	$ 57.8			
	NO IN POSITION:	43						
$ 1668.4	POSITION AVERAGE:	$ 96.4	$ 30.2	$126.6	$ 87.4			

FOOD MARKETING INSTITUTE

1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 9.TOP HUMAN RESOURCES W/LABOR RELATIONS



	BonCoBase	TC	Nonbonus
Coeff. Det.	.65	.64	
Std. Error	1.24	1.30	

	BonCoBase	TC	Nonbonus
Slope	.31393	.37872	
Y-Int	1.01250	0.90006	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 10 - TOP HUMAN RESOURCES W/O LABOR RELATIONS

Develops, recommends, and implements human resources policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, safety and health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$159.5	$ 45.5	$205.0				
	SENIOR V.P.	157.5	50.2	207.7		$118.0	$147.0	$176.5
	CEO/PRESIDENT	118.3	50.9	169.2		103.9	133.9	163.9
	C.O.O.	116.3	32.3	148.6				
	CEO/PRESIDENT	105.0	32.3	137.3				
	C.O.O.	102.0	85.2	187.2		56.8	75.3	93.8
	CEO/PRESIDENT	100.0	19.0	119.0		69.7	88.9	108.0
	SENIOR V.P.	94.5	14.2	108.7				
	SENIOR V.P.	90.8	42.6	133.4				
	NO IN POSITION:	9						
$ 5567.8	WEIGHTED GROUP AVG:	$116.0	$ 41.3	$157.3				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 10 - TOP HUMAN RESOURCES W/O LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9 TO $750.0	C.O.O.	$122.5	$ 47.5	$170.0				
	CEO/PRESIDENT	120.0	67.0	187.0		$102.3	$127.9	$153.4
	CEO/PRESIDENT	100.0	28.0	128.0				
	CEO/PRESIDENT	100.0	0.0	100.0				
	CEO/PRESIDENT	86.5	26.0	112.5				
	EXEC. V.P.	86.1	10.0	96.1				
	CEO/PRESIDENT	80.7	190.6	271.3				
	SENIOR V.P.	77.2	19.3	96.5				
	SENIOR V.P.	73.5	32.2	105.7				
	VICE PRESIDENT	67.0	15.8	82.8		54.6	66.9	79.2
	C.O.O.	65.5	22.0	87.5		54.1	67.0	79.9
	GROUP EXEC.	42.0	5.8	47.8		42.5	50.0	57.5
	VICE PRESIDENT	29.5	0.0	29.5				
	NO IN POSITION:	13						
$ 1124.4	WEIGHTED GROUP AVG:	$ 80.8	$ 35.7	$116.5				

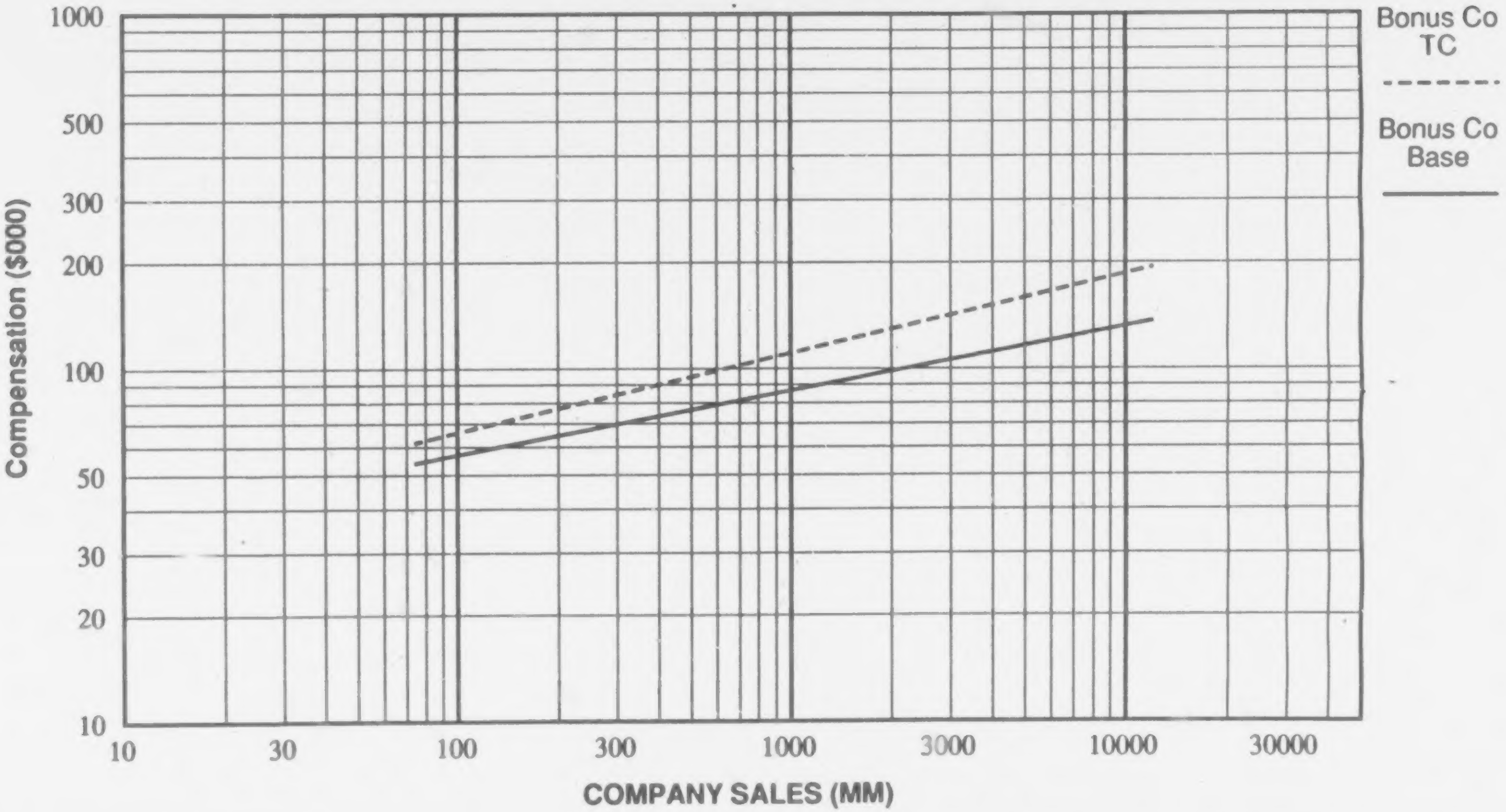
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 10 - TOP HUMAN RESOURCES W/O LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$749.9 AND BELOW	C.O.O.	$110.0	$ 25.0	$135.0				
	CEO/PRESIDENT	110.0	10.0	120.0				
	GROUP EXEC.	86.0	26.5	112.5		$ 69.5	$ 89.1	$108.7
	CEO/PRESIDENT	84.5	29.0	113.5		47.3		84.5
	CEO/PRESIDENT	75.0	7.5	82.5		58.0	66.0	74.0
	CEO/PRESIDENT	68.9	19.1	88.0				
	CEO/PRESIDENT				$ 64.0			
	BOARD OF DIR.	62.5	10.0	72.5				
	CEO/PRESIDENT	61.9	23.0	84.9				
	SENIOR V.P.	56.8	1.6	58.4				
	CEO/PRESIDENT				52.0			
	CEO/PRESIDENT	48.0	6.5	54.5				
	CEO/PRESIDENT				47.6	43.0	52.0	61.0
	EXEC. V.P.				41.0			
	CEO/PRESIDENT	40.0	0.0	40.0				
	ASST. V.P./DIR	37.5	0.0	37.5				
	CEO/PRESIDENT				36.5	35.0	57.5	80.0
	C.O.O.	33.8	5.0	38.8				
	CEO/PRESIDENT				22.9			
	NO IN POSITION: 19							
$ 234.3	WEIGHTED GROUP AVG:	$ 67.3	$ 12.6	$ 79.9	$ 44.0			
	NO IN POSITION: 41							
$ 1687.3	POSITION AVERAGE:	$ 84.8	$ 28.6	$113.4	$ 44.0			

FOOD MARKETING INSTITUTE

1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 10. TOP HUMAN RESOURCES W/O LR



	BonCoBase	TC	Nonbonus
Coeff. Det.	.55	.59	
Std. Error	1.27	1.32	

	BonCoBase	TC	Nonbonus
Slope	.18224	.22498	
Y-Int	1.39116	1.36879	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 11 - TOP LABOR RELATIONS EXECUTIVE

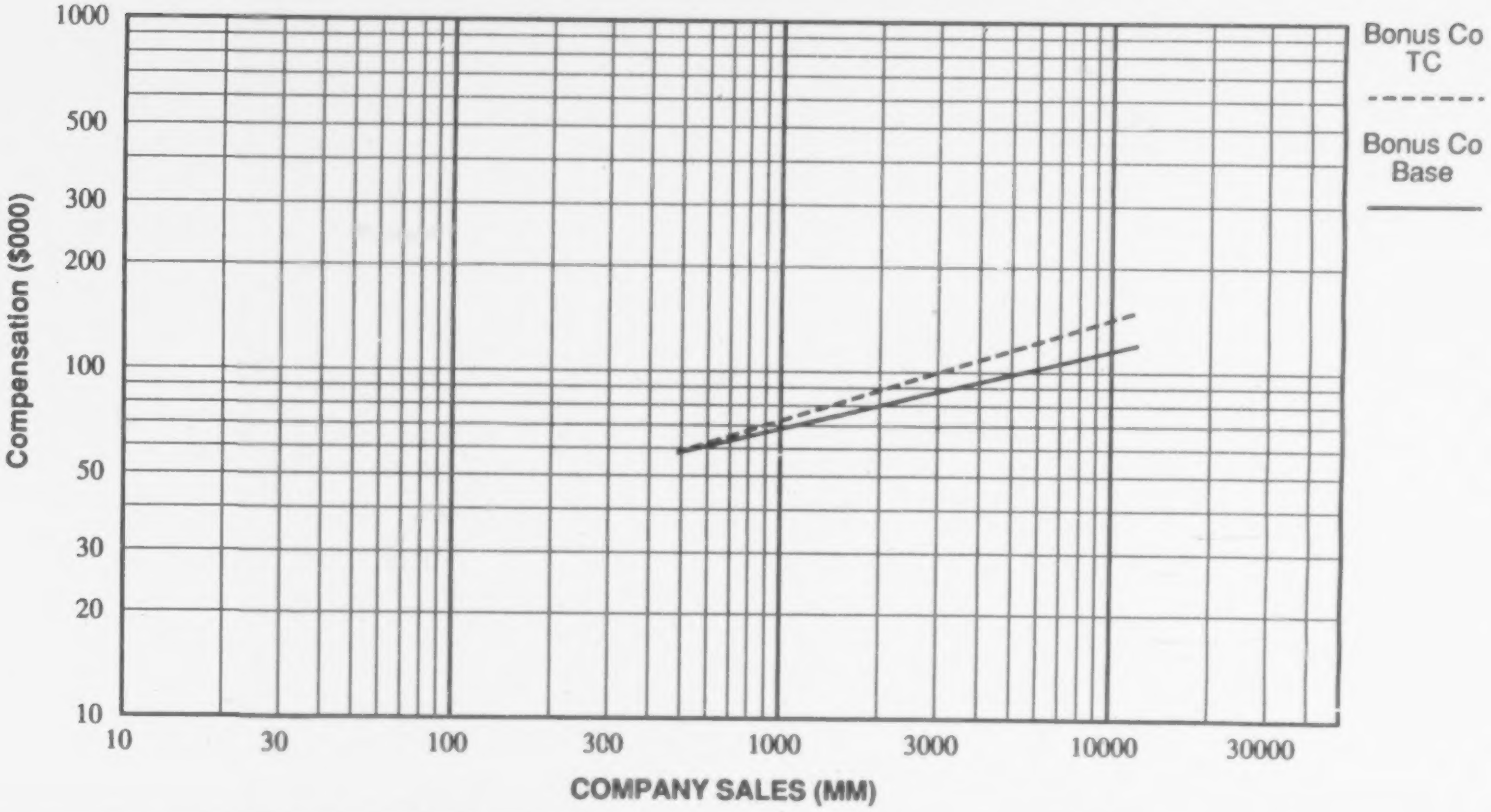
Directs the effective negotiation of labor agreements and performs other labor relations activities, including major grievances, mediation, arbitration and N.L.R.B. matters. Projects labor costs from pending and new labor agreements. Interprets and communicates language of new labor agreement to managers and supervisors.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$165.5	$ 79.2	$244.7		$104.0	$130.0	$156.0
	EXEC. V.P.	153.0	4.7	157.7		76.5	102.0	127.5
	EXEC. V.P.	142.0	144.5	286.5				
	SENIOR V.P.	125.0	31.4	156.4		94.9	118.7	142.4
	C.O.O.	122.6	35.4	158.0				
	SENIOR V.P.	105.0	26.8	131.8		94.4	115.5	136.6
	SENIOR V.P.	102.0	20.4	122.4				
	BOARD OF DIR.	100.0	18.0	118.0		84.5	108.1	131.8
	SENIOR V.P.	95.0	14.3	109.3				
	NO IN POSITION:	9						
$ 7828.8	WEIGHTED GROUP AVG:	$123.3	$ 41.7	$165.0				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 11 - TOP LABOR RELATIONS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9 AND BELOW	C.O.O.	$128.0	$ 49.8	$177.8				
	CEO/PRESIDENT	88.0	16.8	104.8				
	C.O.O.	80.0	5.6	85.6		$ 50.3	$ 63.4	$ 76.4
	VICE PRESIDENT	76.2	19.1	95.3				
	VICE PRESIDENT	65.0	6.9	71.9		52.9	70.5	88.1
	SENIOR V.P.	59.7	15.5	75.2		44.7	57.1	69.5
	VICE PRESIDENT	59.4	3.1	62.5		45.4	56.0	66.4
	SENIOR V.P.	55.0	5.0	60.0				
	CEO/PRESIDENT	53.8	5.0	58.8		27.2	35.1	43.0
	VICE PRESIDENT	43.4	12.1	55.5		46.1	57.6	69.1
	GROUP EXEC.	39.0	5.3	44.3		42.5	50.0	57.5
	NO IN POSITION: 11							
$ 1053.5	WEIGHTED GROUP AVG:	$ 68.0	$ 13.1	$ 81.1				
	NO IN POSITION: 20							
$ 4102.4	POSITION AVERAGE:	$ 92.9	$ 25.9	$118.8				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 11. TOP LABOR RELATIONS EXECUTIVE



	BonCoBase	TC	Nonbonus
Coeff. Det.	.55	.69	
Std. Error	1.31	1.24	

	BonCoBase	TC	Nonbonus
Slope	.22578	.29277	
Y-Int	1.15849	0.98063	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 12 - TRAINING & MANAGEMENT
DEVELOPMENT EXEC.

Analyzes management development and training needs. Develops, organizes, implements, and may conduct all training and development programs to improve skills, knowledge, and performance of staff and store-level personnel. May conduct orientation programs for new and newly-promoted employees. Recommends and implements educational and career development opportunities.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	SENIOR V.P.	$105.0	$ 22.6	$127.6		$ 87.8	$107.4	$127.1
	SENIOR V.P.	92.6	13.4	106.0		64.8	81.0	97.2
	SENIOR V.P.	85.0	17.0	102.0				
	SENIOR V.P.	80.9	12.1	93.0				
	VICE PRESIDENT	75.0	6.0	81.0		51.7	64.7	77.6
	VICE PRESIDENT	73.9	14.6	88.5		67.0	83.7	100.4
	SENIOR V.P.	72.0	11.0	83.0		67.7	90.3	112.9
	VICE PRESIDENT	65.0	15.9	80.9				
	SENIOR V.P.	63.0	11.0	74.0		45.2	58.9	72.5
	VICE PRESIDENT	53.0	8.4	61.4				
	VICE PRESIDENT				$ 50.5	34.9	44.5	54.0
	NO IN POSITION:	11						
$ 5505.1	WEIGHTED GROUP AVG:	$ 76.5	$ 13.2	$ 89.7	$ 50.5			

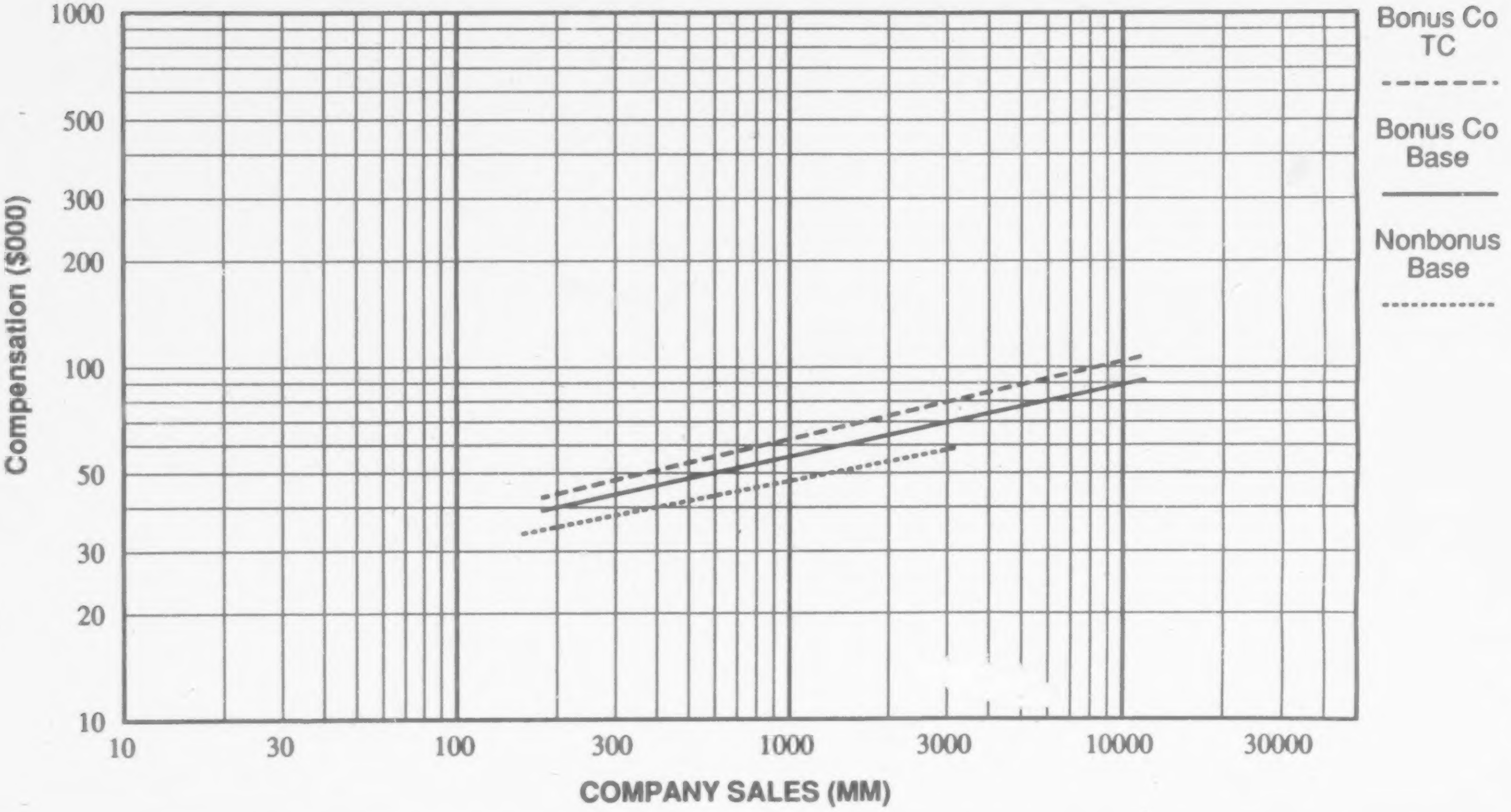
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 12 - TRAINING & MANAGEMENT
DEVELOPMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2499.9	SENIOR V.P.	$ 67.6	$ 16.9	$ 84.5				
TO	VICE PRESIDENT	66.2	10.5	76.7		$ 52.9	$ 70.5	$ 88.1
$1000.0	SENIOR V.P.	65.0	12.5	77.5				
	EXEC. V.P.	64.5	17.2	81.7		57.8	72.3	86.8
	VICE PRESIDENT				$ 62.4	44.5	57.9	71.2
	VICE PRESIDENT				60.5	50.9	62.3	73.8
	SENIOR V.P.	57.0	9.1	66.1				
	GROUP EXEC.	56.3	0.0	56.3		45.8	57.1	68.6
	VICE PRESIDENT	54.0	2.8	56.8		45.4	56.0	66.4
	SENIOR V.P.	52.0	0.0	52.0		50.5	63.1	75.8
	ASST. V.P./DIR				52.0			
	VICE PRESIDENT				50.0			
	C.O.O.	47.5	2.1	49.6		37.5	46.8	56.2
	C.O.O.	43.0	3.0	46.0		41.2	51.2	61.3
	SENIOR V.P.	39.5	2.5	42.0				
	SENIOR V.P.	39.2	15.7	54.9				
	NO IN POSITION: 16							
$ 1404.9	WEIGHTED GROUP AVG:	$ 54.3	$ 7.7	$ 62.0	$ 56.2			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 AND BELOW	CEO/PRESIDENT	$ 72.8	$ 18.4	$ 91.2		$ 53.4	$ 66.8	$ 80.1
	ASST. V.P./DIR	65.8	10.8	76.6		43.5	57.6	71.7
	VICE PRESIDENT	62.5	8.8	71.3		50.3	62.9	75.5
	VICE PRESIDENT	60.5	20.5	81.0		46.1	57.6	69.1
	VICE PRESIDENT	57.8	14.4	72.2				
	C.O.O.	55.7	0.0	55.7		44.0	61.0	78.0
	VICE PRESIDENT	53.0	0.0	53.0		50.0	53.0	57.5
	SENIOR V.P.	52.5	5.0	57.5				
	VICE PRESIDENT				$ 50.4			
	GROUP EXEC.	50.0	10.0	60.0				
	VICE PRESIDENT	50.0	6.9	56.9		51.4	64.1	77.0
	VICE PRESIDENT	49.3	10.3	59.6		36.2	45.6	55.0
	VICE PRESIDENT	48.0	8.8	56.8		43.6	55.3	67.0
	VICE PRESIDENT	47.3	12.5	59.8		36.1		47.3
		43.7	2.5	46.2				
	VICE PRESIDENT				40.7			
	ASST. V.P./DIR				37.7	35.2	43.0	51.0
	CEO/PRESIDENT				36.4			
	VICE PRESIDENT				35.0			
	ASST. V.P./DIR	35.0	0.0	35.0		31.9	41.7	51.6
	CEO/PRESIDENT	32.0	2.8	34.8				
	NO IN POSITION: 22							
$ 535.6	WEIGHTED GROUP AVG:	$ 52.6	$ 8.6	$ 61.2	$ 40.0			
	NO IN POSITION: 49							
$ 1935.1	POSITION AVERAGE:	$ 59.3	$ 9.5	$ 68.8	$ 47.6			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 12. TRAINING & MANAGEMENT DEVELOPMENT



	BonCoBase	TC	Nonbonus
Coeff. Det.	.57	.47	.66
Std. Error	1.19	1.25	1.14

	BonCoBase	TC	Nonbonus
Slope	.20469	.22061	.18522
Y-Int	1.13142	1.13300	1.12077

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION EXECUTIVE

Develops and recommends objectives, policies, and procedures for managing the corporation's or operating company's warehouse and transportation operations, including incoming freight handling, storage, and outgoing deliveries of merchandise to stores. Directs and controls the planning of physical facilities, including buildings, warehouse equipment, trucks, and automotive equipment. Directs purchase of all warehouse and delivery equipment. Audits and recommends warehousing and transportation operational methods to ensure maximum efficiency of product movement.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	C.O.O.	$200.0	$ 75.9	$275.9		$146.6	$195.4	$244.3
	EXEC. V.P.	155.0	46.5	201.5				
	SENIOR V.P.	143.0	35.0	178.0		93.3	119.4	145.5
	CEO/PRESIDENT	142.2	55.1	197.3		103.9	133.9	163.9
	SENIOR V.P.	135.0	33.2	168.2		113.4	141.7	170.0
	SENIOR V.P.	132.0	48.4	180.4		99.0	124.0	149.0
	C.O.O.	130.0	26.0	156.0				
	CEO/PRESIDENT	124.5	35.5	160.0				
	C.O.O.	110.0	28.1	138.1		94.4	115.5	136.6
	VICE PRESIDENT	109.6	89.7	199.3		56.8	75.3	93.8
	C.O.O.	102.9	29.1	132.0				
	CEO/PRESIDENT	101.8	143.2	245.0				
	CEO/PRESIDENT	92.5	0.0	92.5				
	NO IN POSITION:	13						
$ 5500.8	WEIGHTED GROUP AVG:	$129.1	$ 49.7	$178.8				

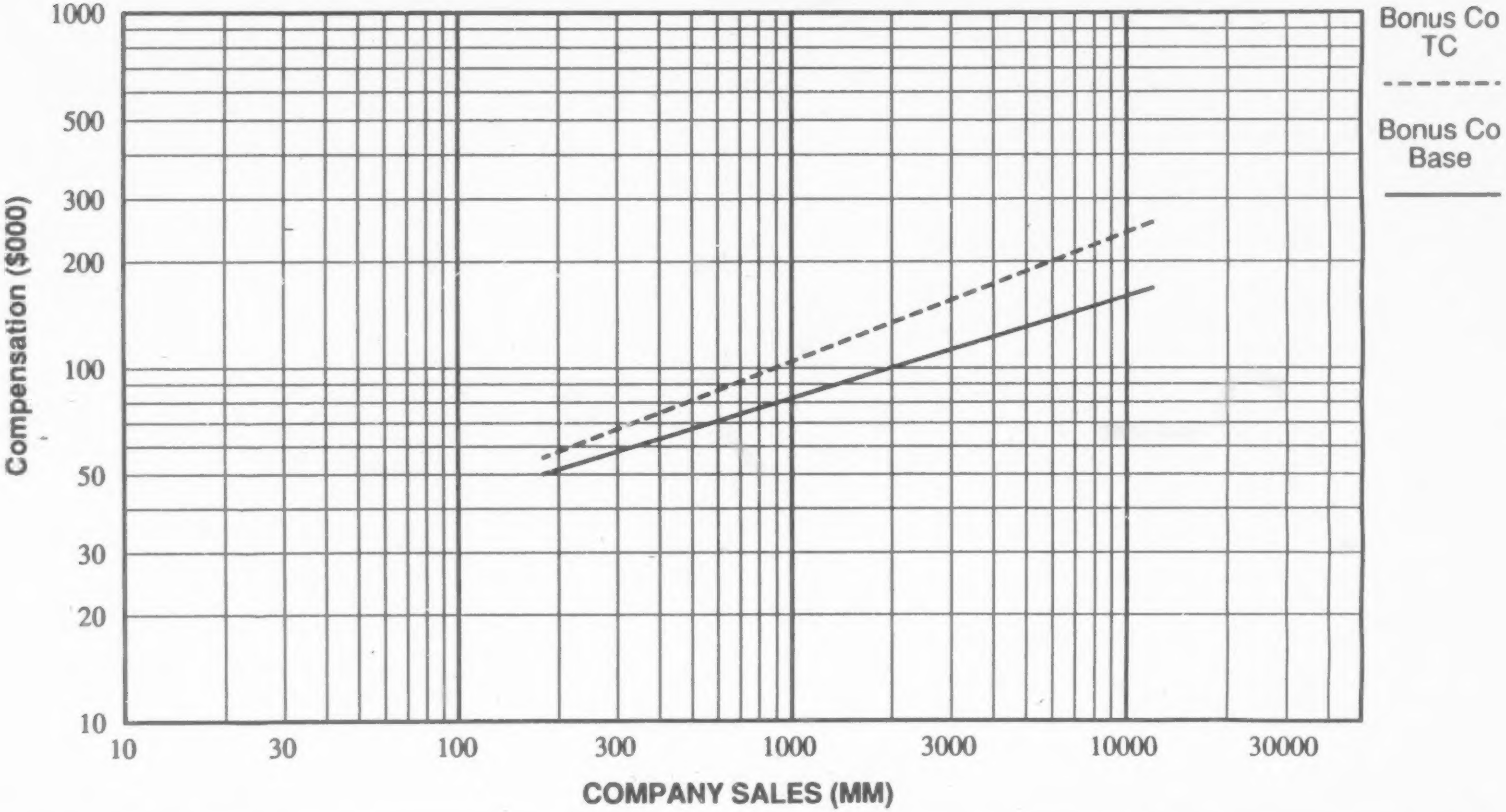
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2499.9 TO $1000.0	CEO/PRESIDENT				$257.0			
	C.O.O.	$135.2	$ 9.5	$144.7		$ 91.9	$119.4	$147.0
	CEO/PRESIDENT	131.0	27.5	158.5		93.0	117.0	140.0
	C.O.O.	121.7	43.3	165.0			123.4	
	CEO/PRESIDENT	108.0	0.0	108.0		93.0	116.0	139.0
	SENIOR V.P.	105.0	50.0	155.0				
	CEO/PRESIDENT	105.0	10.0	115.0				
	C.O.O.	95.5	0.0	95.5		67.3	84.0	100.8
	CEO/PRESIDENT	94.0	45.2	139.2		86.9	108.6	130.3
	SENIOR V.P.	91.0	22.8	113.8				
	CEO/PRESIDENT	90.0	36.0	126.0				
	C.O.O.				84.0	65.0	81.2	97.5
	CEO/PRESIDENT	80.0	13.0	93.0				
	EXEC. V.P.	78.5	23.6	102.1				
	SENIOR V.P.	65.7	6.3	72.0		64.6	76.0	87.4
	CEO/PRESIDENT	64.3	144.1	208.4				
	C.O.O.	64.2	10.8	75.0				
	NO IN POSITION:	17						
$ 1412.8	WEIGHTED GROUP AVG:	$ 95.3	$ 29.4	$124.7	$170.5			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 TO $750.0	C.O.O.	$105.0	$ 24.0	$129.0		$107.7	$139.4	$170.8
	CEO/PRESIDENT	102.7	37.4	140.1		71.1	88.9	106.7
	CEO/PRESIDENT	93.9	30.6	124.5		61.4	83.0	104.4
	CEO/PRESIDENT	92.6	17.9	110.5		66.7	81.4	99.1
	CEO/PRESIDENT	89.5	59.4	148.9		82.1	100.6	119.0
	C.O.O.	86.1	27.0	113.1				
	CEO/PRESIDENT	78.7	35.1	113.8				
	BOARD OF DIR.	78.0	6.8	84.8				
	CEO/PRESIDENT	65.0	0.0	65.0		49.0	64.2	79.5
	C.O.O.	64.6	24.7	89.3				
	VICE PRESIDENT	60.7	23.5	84.2		46.1	57.6	69.1
	SENIOR V.P.	60.1	10.7	70.8				
	NO IN POSITION: 12							
$ 864.2	WEIGHTED GROUP AVG:	$ 81.4	$ 24.8	$106.2				
$749.9 AND BELOW	C.O.O.	$ 89.0	$ 24.9	$113.9		$ 72.9	$ 93.4	$113.8
	CEO/PRESIDENT	76.0	5.0	81.0				
	CEO/PRESIDENT	74.2	25.8	100.0		66.6	82.8	99.0
	CEO/PRESIDENT	70.0	33.0	103.0		72.6	93.8	115.0
	VICE PRESIDENT				$ 55.6	41.6	49.9	59.8
	SENIOR V.P.	55.0	25.0	80.0				
		54.6	4.0	58.6				
	EXEC. V.P.	52.7	5.0	57.7				
	C.O.O.	50.0	0.0	50.0		39.5	50.1	60.7
	CEO/PRESIDENT	46.5	5.0	51.5				
	VICE PRESIDENT	44.0	0.0	44.0				
	NO IN POSITION: 11							
$ 442.1	WEIGHTED GROUP AVG:	$ 61.2	$ 12.8	$ 74.0	$ 55.6			
	NO IN POSITION: 53							
$ 2089.8	POSITION AVERAGE:	$ 93.9	$ 30.3	$124.2	$132.2			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 13. TOP DISTRIBUTION EXECUTIVE



	BonCoBase	TC	Nonbonus
Coeff. Det.	.64	.60	
Std. Error	1.23	1.31	

	BonCoBase	TC	Nonbonus
Slope	.28809	.36448	
Y-Int	1.04994	0.92420	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 14 - TOP CONSTRUCT. & MAINT. EXEC. W. REAL EST.

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1500.0 AND ABOVE	CEO/PRESIDENT	$220.0	$ 66.0	$286.0				
	EXEC. V.P.	192.2	190.5	382.7				
	EXEC. V.P.	134.0	28.0	162.0		$ 93.0	$117.0	$140.0
	CEO/PRESIDENT	125.0	20.0	145.0				
	CEO/PRESIDENT	124.0	45.3	169.3			128.8	
	SENIOR V.P.	118.7	41.7	160.4		95.0	119.0	143.0
	NO IN POSITION:	6						
$ 6643.1	WEIGHTED GROUP AVG:	$152.3	$ 65.3	$217.6				
$1499.9 AND BELOW	CEO/PRESIDENT	$110.0	$ 0.0	$110.0		$ 97.0	$121.0	$145.0
	C.O.O.	109.0	11.0	120.0				
	CEO/PRESIDENT	106.0	50.4	156.4		83.2	109.2	135.3
	CEO/PRESIDENT	100.4	40.6	141.0		61.4	83.0	104.4
	CEO/PRESIDENT				$ 66.0			
	CEO/PRESIDENT	55.7	15.2	70.9				
	C.O.O.	41.6	15.3	56.9				
	EXEC. V.P.				31.0			
	NO IN POSITION:	8						
$ 476.2	WEIGHTED GROUP AVG:	$ 87.1	$ 22.1	$109.2	$ 48.5			
	NO IN POSITION:	14						
$ 3119.2	POSITION AVERAGE:	$119.7	$ 43.7	$163.4	$ 48.5			

Note: Insufficient data for trendline

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 14 - TOP CONSTRUCT. & MAINT. EXEC. W. REAL EST.

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
50 AND ABOVE	CEO/PRESIDENT	$220.0	$ 66.0	$286.0				
	EXEC. V.P.	192.2	190.5	382.7				
	EXEC. V.P.	134.0	28.0	162.0		$ 93.0	$117.0	$140.0
	SENIOR V.P.	118.7	41.7	160.4		95.0	119.0	143.0
	CEO/PRESIDENT	110.0	0.0	110.0		97.0	121.0	145.0
	CEO/PRESIDENT	100.4	40.6	141.0		61.4	83.0	104.4
	NO IN POSITION: 6							
348.8	WEIGHTED GROUP AVG:	$145.9	$ 61.1	$207.0				
49 AND BELOW	C.O.O.	$109.0	$ 11.0	$120.0				
	CEO/PRESIDENT	106.0	50.4	156.4		$ 83.2	$109.2	$135.3
	CEO/PRESIDENT				$ 66.0			
	CEO/PRESIDENT	55.7	15.2	70.9				
	C.O.O.	41.6	15.3	56.9				
	NO IN POSITION: 5							
26.0	WEIGHTED GROUP AVG:	$ 78.1	$ 23.0	$101.1	$ 66.0			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 14 - TOP CONSTRUCT. & MAINT. EXEC. W. REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
NO SCOPE REPORTED	CEO/PRESIDENT	$125.0	$ 20.0	$145.0				
	CEO/PRESIDENT	124.0	45.3	169.3			$128.8	
	EXEC. V.P.				$ 31.0			
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$124.5	$ 32.7	$157.1	$ 31.0			
	NO IN POSITION: 14							
$ 202.1	POSITION AVERAGE:	$119.7	$ 43.7	$163.4	$ 48.5			

NOTE: Insufficient data for trendline

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

Directs the corporation's or operating company's new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	EXEC. V.P.	$135.0	$ 40.5	$175.5				
	EXEC. V.P.	129.2	27.8	157.0				
	CEO/PRESIDENT	121.0	233.6	354.6				
	EXEC. V.P.	117.0	58.2	175.2		$ 91.5	$114.4	$143.0
	SENIOR V.P.	110.3	24.6	134.9		94.4	115.5	136.6
	CEO/PRESIDENT	107.0	34.0	141.0		78.6	100.6	122.6
	C.O.O.	97.5	27.5	125.0				
	SENIOR V.P.	92.0	20.0	112.0		69.7	88.9	108.0
	CEO/PRESIDENT	92.0	0.0	92.0				
	SENIOR V.P.	77.8	41.1	118.9				
	NO IN POSITION:	12						
$ 9065.5 -	WEIGHTED GROUP AVG:	$102.9	$ 49.1	$152.0				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	C.O.O.				$109.5			
TO	GROUP EXEC.	$ 93.5	$ 27.4	$120.9				
$1000.0	CEO/PRESIDENT	91.0	27.3	118.3				
	EXEC. V.P.	90.2	34.7	124.9		$ 76.3	$ 95.4	$114.5
	VICE PRESIDENT	83.4	16.7	100.1		67.5	90.0	112.5
	VICE PRESIDENT	82.7	16.5	99.2		77.3	96.5	115.7
	SENIOR V.P.	79.0	0.0	79.0		62.4	77.9	93.5
	VICE PRESIDENT	75.1	8.0	83.1		64.0	83.1	102.2
	CEO/PRESIDENT	73.0	21.9	94.9				
	SENIOR V.P.				72.5	65.0	81.2	97.5
	ASST. V.P./DIR	69.0	6.1	75.1				
	C.O.O.	66.2	4.6	70.8		62.2	79.0	95.8
	SENIOR V.P.	61.1	9.9	71.0				
	VICE PRESIDENT	59.5	0.0	59.5		53.1	62.5	71.8
	SENIOR V.P.	48.1	47.7	95.8				
	NO IN POSITION:	15						
$ 1434.4	WEIGHTED GROUP AVG:	$ 74.8	$ 16.9	$ 91.7	$ 91.0			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

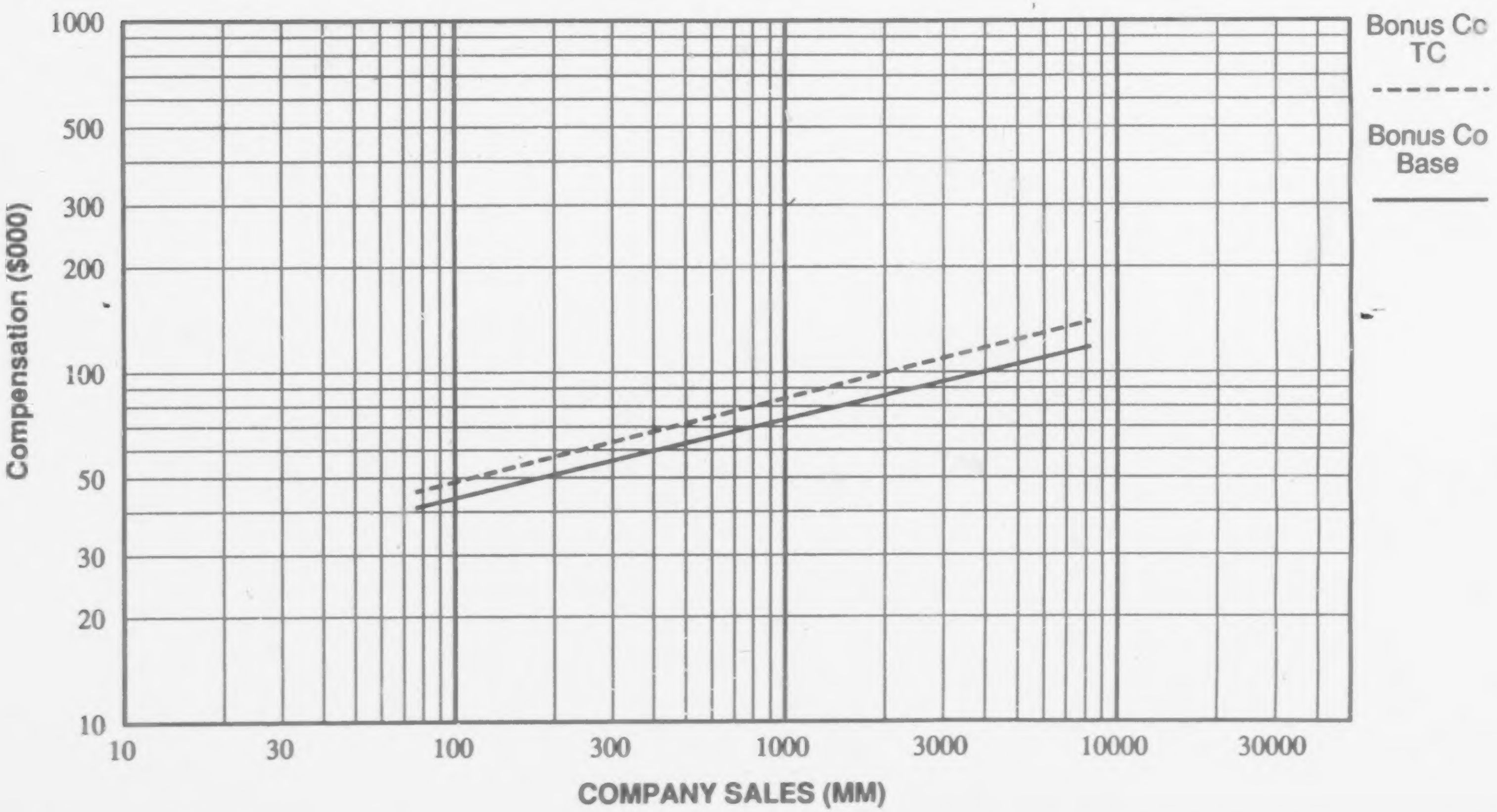
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	CEO/PRESIDENT	$116.0	$ 24.6	$140.6		$ 88.2	$110.3	$132.3
TO	SENIOR V.P.	95.0	35.4	130.4		64.2	83.5	102.8
$500.0	C.O.O.	78.7	0.0	78.7		70.0	77.5	85.0
	BOARD OF DIR.	78.0	3.5	81.5				
	CEO/PRESIDENT	70.7	15.8	86.5		53.4	66.8	80.1
	C.O.O.	69.9	12.6	82.5				
	VICE PRESIDENT	64.2	18.0	82.2		61.5	75.4	89.2
	CEO/PRESIDENT	61.0	4.0	65.0				
	SENIOR V.P.	58.9	16.0	74.9		44.7	57.1	69.5
	SENIOR V.P.	58.0	0.0	58.0		44.8	58.7	72.5
	SENIOR V.P.	56.3	5.0	61.3				
	VICE PRESIDENT	55.2	11.6	66.8		39.8	50.2	60.6
	NO IN POSITION:	12						
$ 780.3	WEIGHTED GROUP AVG:	$ 71.8	$ 12.2	$ 84.0				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 AND BELOW	C.O.O.	$175.0	$ 52.5	$227.5				
	CEO/PRESIDENT	90.0	0.0	90.0				
	C.O.O.	85.0	2.5	87.5		$ 48.0	$ 72.0	$ 96.0
	CEO/PRESIDENT				$ 75.4			
	BOARD OF DIR.	75.1	12.0	87.1				
	C.O.O.				71.5	56.0	65.0	73.0
	SENIOR V.P.				65.6			
	CEO/PRESIDENT	61.6	8.0	69.6				
	GROUP EXEC.	60.0	14.1	74.1		47.9	60.7	73.5
	C.O.O.				57.2			
	SENIOR V.P.	56.8	1.6	58.4				
	GROUP EXEC.	53.0	16.0	69.0				
	C.O.O.	52.0	4.0	56.0				
	CEO/PRESIDENT	47.3	16.0	63.3		36.1		47.3
	VICE PRESIDENT	47.3	5.3	52.6		30.2	40.9	51.5
	SENIOR V.P.				40.3			
	CEO/PRESIDENT	35.0	4.0	39.0				
	SENIOR V.P.	33.2	0.0	33.2				
	NO IN POSITION: 18							
$ 264.9	WEIGHTED GROUP AVG:	$ 67.0	$ 10.5	$ 77.5	$ 62.0			
	NO IN POSITION: 57							
$ 2533.9	POSITION AVERAGE:	$ 78.8	$ 21.8	$100.6	$ 70.3			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 15. TOP CONSTRUCT.& MAINT. EXEC. W/O RE



	BonCoBase	TC	Nonbonus
Coeff. Det.	.54	.60	
Std. Error	1.25	1.26	

	BonCoBase	TC	Nonbonus
Slope	.22525	.23844	
Y-Int	1.18987	1.20975	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

Directs the corporation's or operating company's new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
100	EXEC. V.P.	$135.0	$ 40.5	$175.5				
AND ABOVE	EXEC. V.P.	129.2	27.8	157.0				
	EXEC. V.P.	117.0	58.2	175.2		$ 91.5	$114.4	$143.0
	SENIOR V.P.	110.3	24.6	134.9		94.4	115.5	136.6
	CEO/PRESIDENT	107.0	34.0	141.0		78.6	100.6	122.6
	C.O.O.	97.5	27.5	125.0				
	SENIOR V.P.	92.0	20.0	112.0		69.7	88.9	108.0
	EXEC. V.P.	90.2	34.7	124.9		76.3	95.4	114.5
	SENIOR V.P.	77.8	41.1	118.9				
	CEO/PRESIDENT	73.0	21.9	94.9				
	CEO/PRESIDENT	70.7	15.8	86.5		53.4	66.8	80.1
	SENIOR V.P.	61.1	9.9	71.0				
	SENIOR V.P.	58.9	16.0	74.9		44.7	57.1	69.5
	SENIOR V.P.	48.1	47.7	95.8				
	NO IN POSITION:	16						
444.5	WEIGHTED GROUP AVG:	$ 89.0	$ 31.3	$120.3				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
99	GROUP EXEC.	$ 93.5	$ 27.4	$120.9				
TO	CEO/PRESIDENT	90.0	0.0	90.0				
50	VICE PRESIDENT	82.7	16.5	99.2		$ 77.3	$ 96.5	$115.7
	SENIOR V.P.	79.0	0.0	79.0		62.4	77.9	93.5
	BOARD OF DIR.	78.0	3.5	81.5				
	CEO/PRESIDENT				$ 75.4			
	SENIOR V.P.				72.5	65.0	81.2	97.5
	ASST. V.P./DIR	69.0	6.1	75.1				
	C.O.O.	66.2	4.6	70.8		62.2	79.0	95.8
	VICE PRESIDENT	64.2	18.0	82.2		61.5	75.4	89.2
	CEO/PRESIDENT	61.0	4.0	65.0				
	VICE PRESIDENT	59.5	0.0	59.5		53.1	62.5	71.8
	SENIOR V.P.	58.0	0.0	58.0		44.8	58.7	72.5
	SENIOR V.P.	56.3	5.0	61.3				
	NO IN POSITION: 14							
75.8	WEIGHTED GROUP AVG:	$ 71.4	$ 7.0	$ 78.5	$ 73.9			

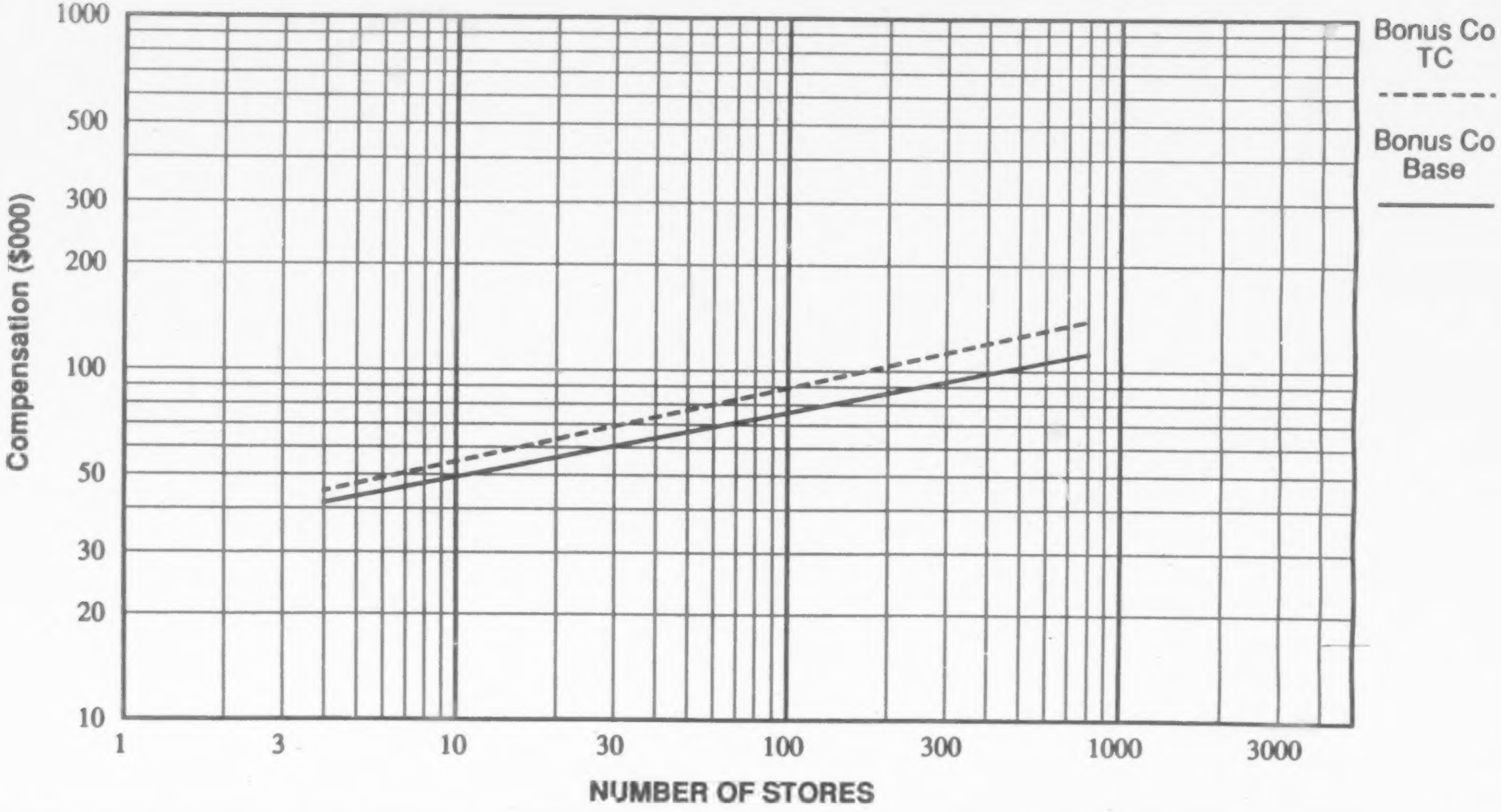
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
49	C.O.O.	$175.0	$ 52.5	$227.5				
AND BELOW	CEO/PRESIDENT	116.0	24.6	140.6		$ 88.2	$110.3	$132.3
	C.O.O.				$109.5			
	SENIOR V.P.	95.0	35.4	130.4		64.2	83.5	102.8
	C.O.O.	85.0	2.5	87.5		48.0	72.0	96.0
	C.O.O.	78.7	0.0	78.7		70.0	77.5	85.0
	BOARD OF DIR.	75.1	12.0	87.1				
	C.O.O.				71.5	56.0	65.0	73.0
	C.O.O.	69.9	12.6	82.5				
	SENIOR V.P.				65.6			
	CEO/PRESIDENT	61.6	8.0	69.6				
	GROUP EXEC.	60.0	14.1	74.1		47.9	60.7	73.5
	C.O.O.				57.2			
	SENIOR V.P.	56.8	1.6	58.4				
	VICE PRESIDENT	55.2	11.6	66.8		39.8	50.2	60.6
	GROUP EXEC.	53.0	16.0	69.0				
	C.O.O.	52.0	4.0	56.0				
	CEO/PRESIDENT	47.3	16.0	63.3		36.1		47.3
	SENIOR V.P.				40.3			
	SENIOR V.P.	33.2	0.0	33.2				
	NO IN POSITION: 20							
21.2	WEIGHTED GROUP AVG:	$ 74.3	$ 14.0	$ 88.3	$ 68.8			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	CEO/PRESIDENT	$121.0	$233.6	$354.6				
	CEO/PRESIDENT	92.0	0.0	92.0				
	CEO/PRESIDENT	91.0	27.3	118.3				
	VICE PRESIDENT	83.4	16.7	100.1		$ 67.5	$ 90.0	$112.5
	VICE PRESIDENT	75.1	8.0	83.1		64.0	83.1	102.2
	VICE PRESIDENT	47.3	5.3	52.6		30.2	40.9	51.5
	CEO/PRESIDENT	35.0	4.0	39.0				
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 77.8	$ 42.2	$120.0				
	NO IN POSITION: 57							
171.9	POSITION AVERAGE:	$ 78.8	$ 21.8	$100.6	$ 70.3			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 15. TOP CONSTR. & MAINT. EXEC. W/O RE



	BonCoBase	TC	Nonbonus
Coeff. Det.	.60	.58	
Std. Error	1.20	1.25	

	BonCoBase	TC	Nonbonus
Slope	.18855	.21318	
Y-Int	1.50327	1.52399	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition; leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$137.4	$ 53.6	$191.0		$103.9	$133.9	$163.9
	SENIOR V.P.	121.5	25.7	147.2		94.4	115.5	136.6
		117.0	36.0	153.0		91.5	114.4	143.0
	SENIOR V.P.	111.9	108.6	220.5				
	CEO/PRESIDENT	110.0	105.0	215.0				
	VICE PRESIDENT	106.0	17.0	123.0		63.4	80.8	98.3
	CEO/PRESIDENT	106.0	27.4	133.4		92.3	123.0	153.8
	SENIOR V.P.	100.0	20.0	120.0				
	VICE PRESIDENT	69.0	11.0	80.0				
	CEO/PRESIDENT	67.8	0.0	67.8				
	NO IN POSITION:	11						
$ 8214.9	WEIGHTED GROUP AVG:	$105.3	$ 46.6	$151.9				

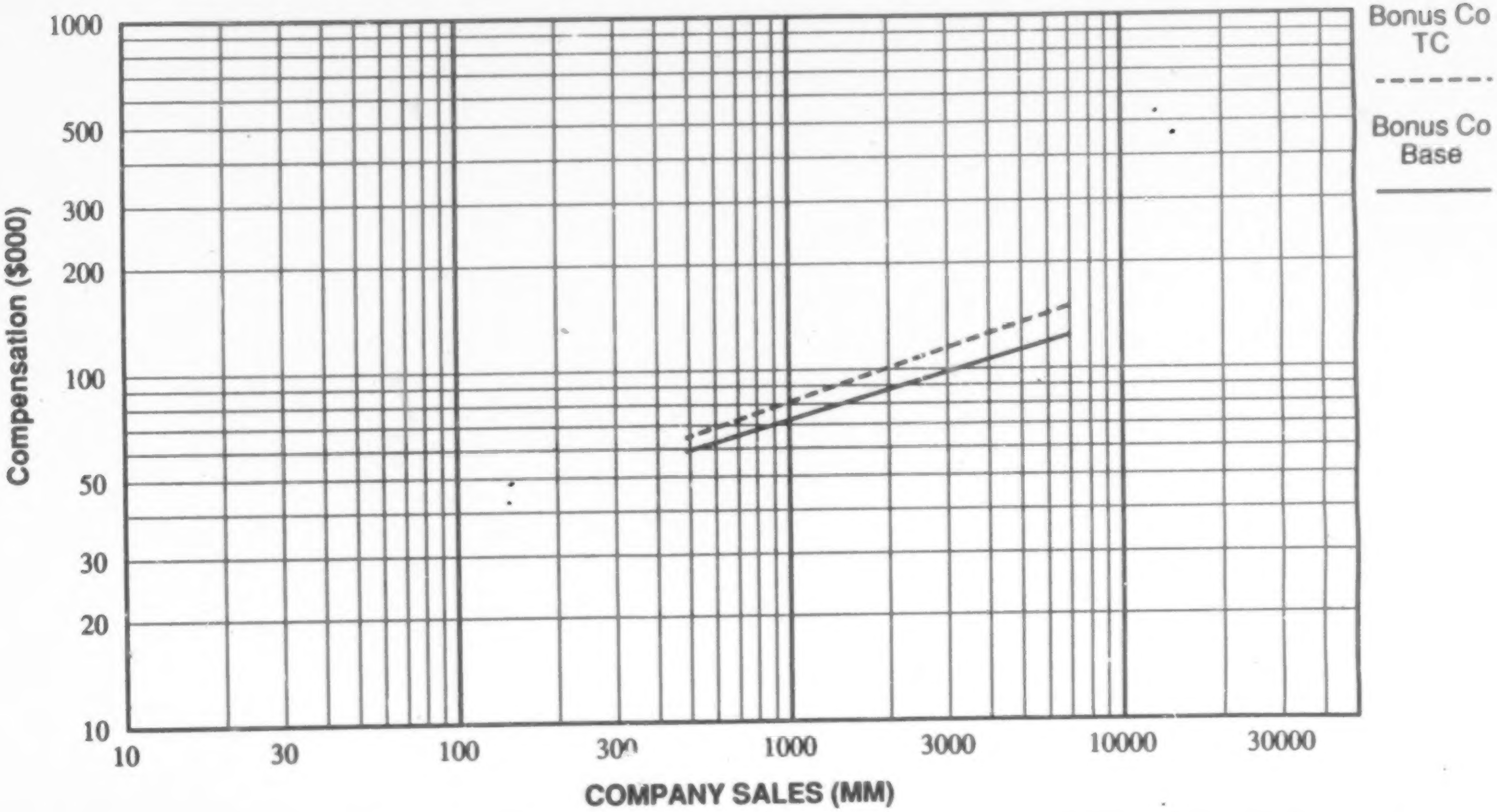
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9 TO $1000.0	EXEC. V.P.	$110.0	$ 7.0	$117.0				
	VICE PRESIDENT	96.5	8.5	105.0				
	SENIOR V.P.	85.0	0.0	85.0		$ 58.4	$ 73.0	$ 87.6
	EXEC. V.P.	80.0	0.0	80.0		65.4	81.7	98.0
	VICE PRESIDENT	79.0	8.0	87.0		64.0	83.1	102.2
	C.O.O.	78.8	5.5	84.3		57.3	72.5	87.6
	SENIOR V.P.	77.4	0.0	77.4		62.4	77.9	93.5
	SENIOR V.P.	77.3	12.2	89.5		63.0	78.0	93.0
	VICE PRESIDENT	75.1	15.3	90.4		67.5	90.0	112.5
	CEO/PRESIDENT	68.0	47.3	115.3				
	C.O.O.	67.6	2.4	70.0				
	C.O.O.	67.0	7.0	74.0		68.4	85.5	102.6
	SENIOR V.P.	64.9	16.2	81.1				
	SENIOR V.P.				$ 57.0	44.6	54.6	64.6
	CEO/PRESIDENT	43.6	28.2	71.8				
	VICE PRESIDENT	38.0	4.6	42.6		33.5	39.5	45.4
	NO IN POSITION: 16							
$ 1417.5	WEIGHTED GROUP AVG:	$ 73.9	$ 10.8	$ 84.7	$ 57.0			
$999.9 TO $750.0	SENIOR V.P.	$ 80.0	$ 0.0	$ 80.0		$ 57.9	$ 73.9	$ 85.9
	C.O.O.	76.9	12.5	89.4				
	CEO/PRESIDENT	72.3	16.4	88.7		53.4	66.8	80.1
	BOARD OF DIR.	72.0	2.8	74.8				
	VICE PRESIDENT	63.6	21.6	85.2		46.1	57.6	69.1
	VICE PRESIDENT	58.0	17.4	75.4		48.5	59.4	70.3
	SENIOR V.P.	55.0	0.0	55.0		31.9	41.7	51.6
	CEO/PRESIDENT	51.5	3.9	55.4				
	NO IN POSITION: 8							
$ 880.0	WEIGHTED GROUP AVG:	$ 66.2	$ 9.3	$ 75.5				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$749.9	SENIOR V.P.	$100.0	$ 55.0	$155.0				
AND BELOW	CEO/PRESIDENT	100.0	0.0	100.0				
	CEO/PRESIDENT	80.0	10.0	90.0		$ 48.0	$ 72.0	$ 96.0
	CEO/PRESIDENT	75.0	4.0	79.0				
	EXEC. V.P.	73.0	12.7	85.7		55.0	68.7	82.4
	CEO/PRESIDENT				$ 62.4			
	CEO/PRESIDENT	56.9	5.3	62.2		30.2	40.9	51.5
	NO IN POSITION: 7							
$ 493.9	WEIGHTED GROUP AVG:	$ 80.8	$ 14.5	$ 95.3	$ 62.4			
	NO IN POSITION: 42							
$ 2941.5	POSITION AVERAGE:	$ 82.0	$ 20.9	$102.9	$ 59.7			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 16. TOP REAL ESTATE EXECUTIVE



	BonCoBase	TC	Nonbonus
Coeff. Det.	.55	.70	
Std. Error	1.18	1.20	

	BonCoBase	TC	Nonbonus
Slope	.28067	.31798	
Y-Int	1.01544	0.95513	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition; leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
100 AND ABOVE	CEO/PRESIDENT	$137.4	$ 53.6	$191.0		$103.9	$133.9	$163.9
	SENIOR V.P.	121.5	25.7	147.2		94.4	115.5	136.6
		117.0	36.0	153.0		91.5	114.4	143.0
	SENIOR V.P.	111.9	108.6	220.5				
	VICE PRESIDENT	106.0	17.0	123.0		63.4	80.8	98.3
	SENIOR V.P.	100.0	20.0	120.0				
	SENIOR V.P.	80.0	0.0	80.0		57.9	73.9	85.9
	EXEC. V.P.	80.0	0.0	80.0		65.4	81.7	98.0
	CEO/PRESIDENT	72.3	16.4	88.7		53.4	66.8	80.1
	VICE PRESIDENT	69.0	11.0	80.0				
	CEO/PRESIDENT	68.0	47.3	115.3				
	C.O.O.	67.6	2.4	70.0				
	C.O.O.	67.0	7.0	74.0		68.4	85.5	102.6
	SENIOR V.P.	64.9	16.2	81.1				
	CEO/PRESIDENT	43.6	28.2	71.8				
	NO IN POSITION:	16						
364.3	WEIGHTED GROUP AVG:	$ 88.6	$ 31.2	$119.8				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
99 TO 60	EXEC. V.P.	$110.0	$ 7.0	$117.0				
	CEO/PRESIDENT	100.0	0.0	100.0				
	VICE PRESIDENT	96.5	8.5	105.0				
	SENIOR V.P.	85.0	0.0	85.0		$ 58.4	$ 73.0	$ 87.6
	C.O.O.	78.8	5.5	84.3		57.3	72.5	87.6
	SENIOR V.P.	77.4	0.0	77.4		62.4	77.9	93.5
	SENIOR V.P.	77.3	12.2	89.5		63.0	78.0	93.0
	CEO/PRESIDENT	75.0	4.0	79.0				
	CEO/PRESIDENT				$ 62.4			
	VICE PRESIDENT	58.0	17.4	75.4		48.5	59.4	70.3
	SENIOR V.P.				57.0	44.6	54.6	64.6
	SENIOR V.P.	55.0	0.0	55.0		31.9	41.7	51.6
	CEO/PRESIDENT	51.5	3.9	55.4				
	VICE PRESIDENT	38.0	4.6	42.6		33.5	39.5	45.4
	NO IN POSITION: 14							
76.	WEIGHTED GROUP AVG:	$ 75.2	$ 5.3	$ 80.5	$ 59.7			
59 AND BELOW	SENIOR V.P.	$100.0	$ 55.0	$155.0				
	CEO/PRESIDENT	80.0	10.0	90.0		$ 48.0	$ 72.0	$ 96.0
	C.O.O.	76.9	12.5	89.4				
	EXEC. V.P.	73.0	12.7	85.7		55.0	68.7	82.4
	BOARD OF DIR.	72.0	2.8	74.8				
	VICE PRESIDENT	63.6	21.6	85.2		46.1	57.6	69.1
	NO IN POSITION: 6							
38.2	WEIGHTED GROUP AVG:	$ 77.6	$ 19.1	$ 96.7				

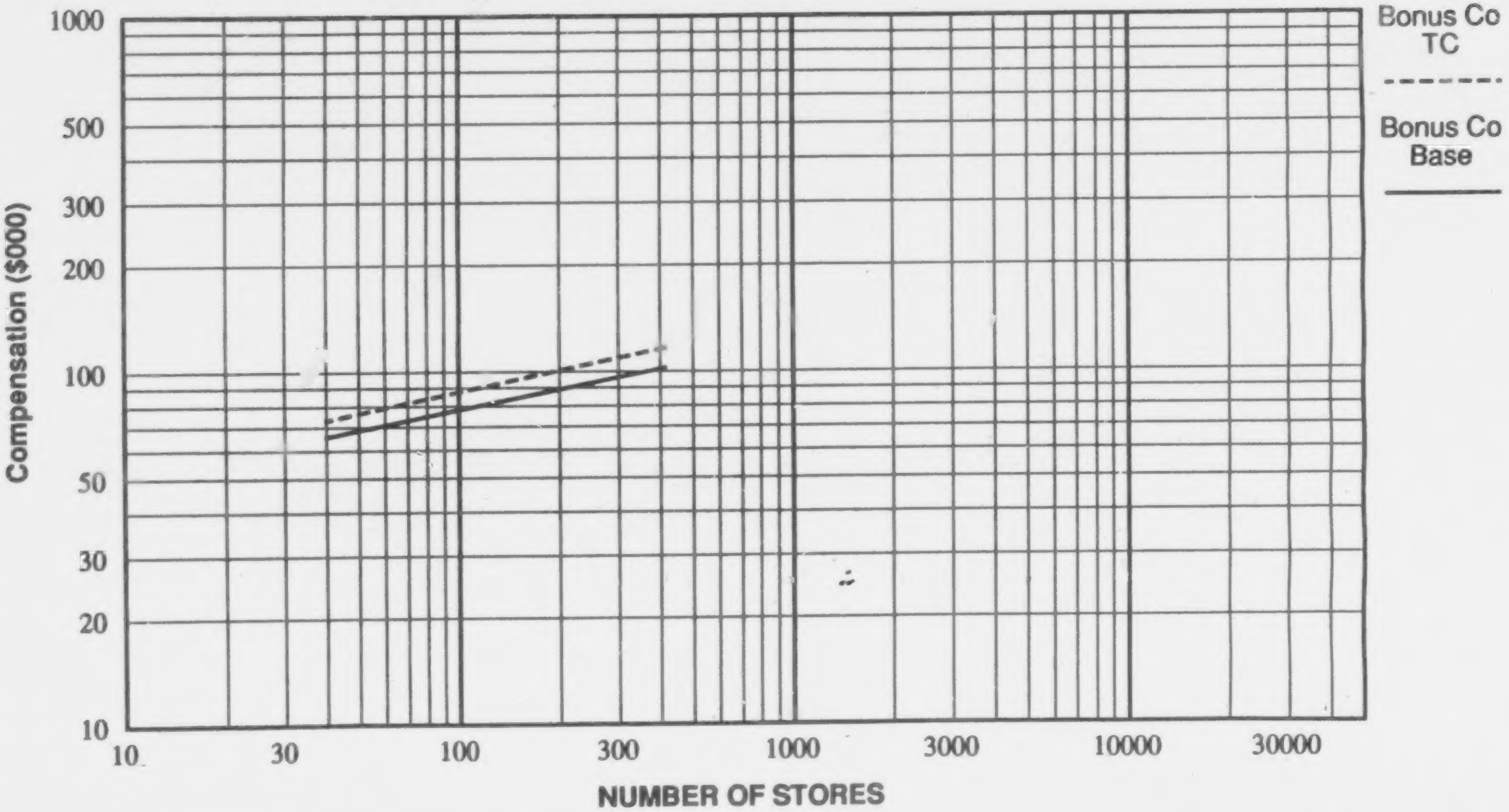
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	CEO/PRESIDENT	$110.0	$105.0	$215.0				
	CEO/PRESIDENT	106.0	27.4	133.4		$ 92.3	$123.0	$153.8
	VICE PRESIDENT	79.0	8.0	87.0		64.0	83.1	102.2
	VICE PRESIDENT	75.1	15.3	90.4		67.5	90.0	112.5
	CEO/PRESIDENT	67.8	0.0	67.8				
	CEO/PRESIDENT	56.9	5.3	62.2		30.2	40.9	51.5
	NO IN POSITION:	6						
	WEIGHTED GROUP AVG:	$ 82.5	$ 26.8	$109.3				
	NO IN POSITION:	42						
$ 197.8	POSITION AVERAGE:	$ 82.0	$ 20.9	$102.9	$ 59.7			

FOOD MARKETING INSTITUTE

1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 16. TOP REAL ESTATE EXECUTIVE



	BonCoBase	TC	Nonbonus
Coeff. Det.	.36	.21	
Std. Error	1.22	1.32	

	BonCoBase	TC	Nonbonus
Slope	.18908	.19963	
Y-Int	1.51479	1.54438	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

Establishes and enforces security policies and procedures designed to protect company property and merchandise. Directs and controls programs to prevent losses due to theft, vandalism, and fire. Supervises security department, including guard force. Works with law enforcement agencies on investigations or irregularities connected with security of company property and merchandise.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2500.0 AND ABOVE	BOARD OF DIR.	$ 92.0	$ 0.0	$ 92.0		$ 69.7	$ 88.9	$108.0
	SENIOR V.P.	89.2	47.8	137.0				
	SENIOR V.P.	89.0	8.9	97.9				
	SENIOR V.P.	87.5	26.1	113.6		81.0	101.0	121.0
	SENIOR V.P.	84.5	8.0	92.5		56.9	71.2	85.4
	EXEC. V.P.	63.5	13.1	76.6		53.6	71.5	89.4
	SENIOR V.P.				$ 63.4	49.0	61.2	76.5
	VICE PRESIDENT	56.5	8.5	65.0				
	NO IN POSITION:	8						
$ 5325.7	WEIGHTED GROUP AVG:	$ 80.3	$ 16.1	$ 96.4	$ 63.4			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$2499.9	SENIOR V.P.	$ 71.7	$ 0.0	$ 71.7		$ 53.8	$ 67.2	$ 80.7
TO	EXEC. V.P.	67.7	28.3	96.0		65.4	81.7	98.0
$1000.0	EXEC. V.P.				$ 67.6			
	VICE PRESIDENT				65.2	44.5	57.9	71.2
	CEO/PRESIDENT	63.5	23.1	86.6				
	ASST. V.P./DIR	59.0	5.1	64.1				
	SENIOR V.P.	57.9	14.5	72.4				
	GROUP EXEC.	57.0	11.0	68.0				
	C.O.O.	52.5	3.7	56.2		47.2	59.2	71.2
	SENIOR V.P.	49.8	20.0	69.8				
	VICE PRESIDENT	48.7	4.9	53.6		45.8	55.8	65.8
	C.O.O.	48.0	0.0	48.0		36.2	45.8	54.3
	SENIOR V.P.	47.8	3.0	50.8				
	SENIOR V.P.				44.5	39.0	47.8	56.5
	GROUP EXEC.	44.0	1.7	45.7		53.1	62.5	71.8
	VICE PRESIDENT				38.8			
	SENIOR V.P.	32.0	3.8	35.8				
	NO IN POSITION:	17						
$ 1337.3	WEIGHTED GROUP AVG:	$ 53.8	$ 9.2	$ 63.0	$ 54.0			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9		$ 72.8	$ 18.2	$ 91.0		$ 53.4	$ 66.8	$ 80.1
TO	C.O.O.	71.6	0.0	71.6		65.0	70.0	75.0
$500.0	EXEC. V.P.	69.0	13.0	82.0		58.8	73.5	88.2
	SENIOR V.P.	61.8	8.8	70.6		50.3	62.9	75.5
	CEO/PRESIDENT	61.8	15.1	76.9		52.2	69.2	86.1
	EXEC. V.P.	59.0	1.8	60.8				
	EXEC. V.P.				$ 56.7			
	VICE PRESIDENT	54.4	13.1	67.5		49.1	60.6	72.1
	VICE PRESIDENT				52.0	48.5	59.4	70.3
	VICE PRESIDENT	50.6	17.2	67.8		46.1	57.6	69.1
	SENIOR V.P.	45.0	0.0	45.0		37.8	49.5	61.4
	CEO/PRESIDENT	43.2	11.0	54.2		31.8	40.4	49.0
	VICE PRESIDENT	32.2	0.0	32.2				
	NO IN POSITION:	13						
$ 806.0	WEIGHTED GROUP AVG:	$ 56.5	$ 8.9	$ 65.4	$ 54.3			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 AND BELOW	C.O.O.	$ 80.6	$ 9.4	$ 90.0		$ 48.0	$ 72.0	$ 96.0
	VICE PRESIDENT	67.4	16.8	84.2				
	SENIOR V.P.	56.8	1.3	58.1				
		52.5	16.4	68.9		39.5	50.1	60.7
	SENIOR V.P.				$ 47.5			
	C.O.O.	47.0	14.0	61.0				
		46.8	4.0	50.8				
	CEO/PRESIDENT				44.2			
	VICE PRESIDENT	41.0	0.0	41.0				
	CEO/PRESIDENT	39.6	5.1	44.7				
	VICE PRESIDENT	34.8	4.0	38.8		24.9	30.6	36.3
	C.O.O.				34.5			
	CEO/PRESIDENT				33.0			
	VICE PRESIDENT				29.6			
	CEO/PRESIDENT	28.8	2.2	31.0				
	EXEC. V.P.				28.5			
	EXEC. V.P.				27.3			
	NO IN POSITION:	17						
$ 277.0	WEIGHTED GROUP AVG:	$ 49.5	$ 7.4	$ 56.8	$ 34.9			
	NO IN POSITION:	55						
$ 1464.1	POSITION AVERAGE:	$ 58.0	$ 9.8	$ 67.8	$ 45.2			

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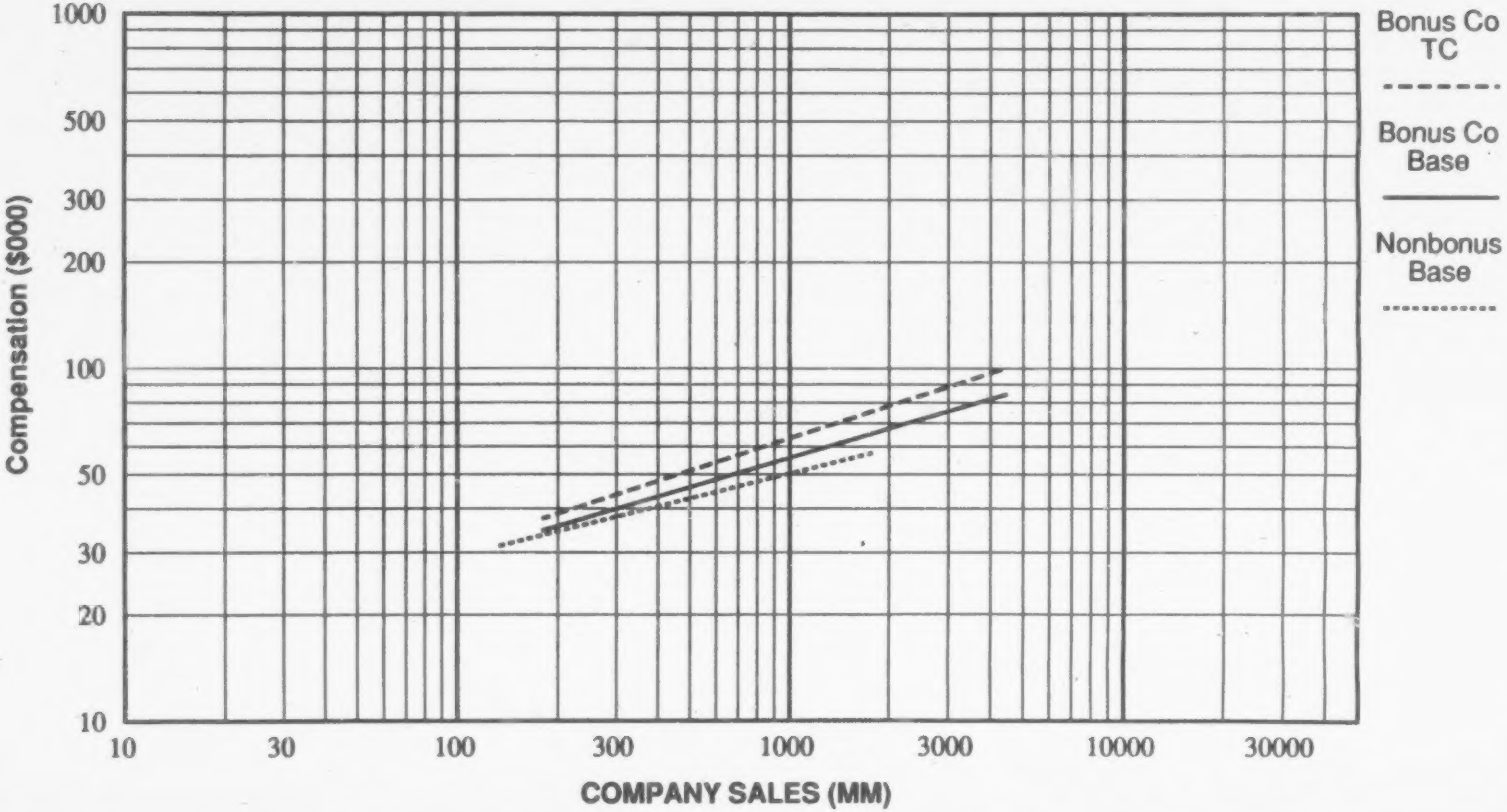
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 17. TOP SECURITY/LOSS PREVENTION EXEC.



	BonCoBase	TC	Nonbonus
Coeff. Det.	.49	.40	.58
Std. Error	1.24	1.32	1.23

	BonCoBase	TC	Nonbonus
Slope	.27775	.30603	.23552
Y-Int	0.91385	0.88471	0.99501

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 18 - TOP SANITATION EXECUTIVE

Directs the corporation's or operating company's sanitation program. Develops and recommends sanitation policies, procedures and programs. Coordinates efforts to ensure compliance with federal, state and local sanitation requirements.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1500.0 AND ABOVE	CEO/PRESIDENT	$ 90.8	$ 78.0	$168.8				
	CEO/PRESIDENT	67.0	0.0	67.0		$ 57.6	$ 73.5	$ 89.3
	ASST. V.P./DIR	57.5	9.0	66.5				
	VICE PRESIDENT	43.3	5.1	48.4		40.8	49.6	58.5
	NO IN POSITION: 4							
$ 3075.3	WEIGHTED GROUP AVG:	$ 64.7	$ 23.0	$ 87.7				
$1499.9 AND BELOW	SENIOR V.P.	$ 48.0	$ 7.7	$ 55.7				
	SENIOR V.P.	46.0	0.0	46.0		$ 34.7	$ 45.5	$ 56.3
	CEO/PRESIDENT				$ 45.5	32.0	43.0	54.0
	VICE PRESIDENT				42.8	39.0	47.8	56.6
	EXEC. V.P.				42.0			
	C.O.O.	41.0	2.9	43.9		29.6	37.1	44.4
	EXEC. V.P.	40.8	0.9	41.7				
	C.O.O.	37.4	1.4	38.8		28.0	35.3	42.0
	VICE PRESIDENT	31.4	4.1	35.5				
	CEO/PRESIDENT	28.5	1.6	30.1				
	NO IN POSITION: 10							
$ 732.5	WEIGHTED GROUP AVG:	$ 39.0	$ 2.7	$ 41.7	$ 43.4			
	NO IN POSITION: 14							
$ 1401.9	POSITION AVERAGE:	$ 48.3	$ 10.1	$ 58.4	$ 43.4			

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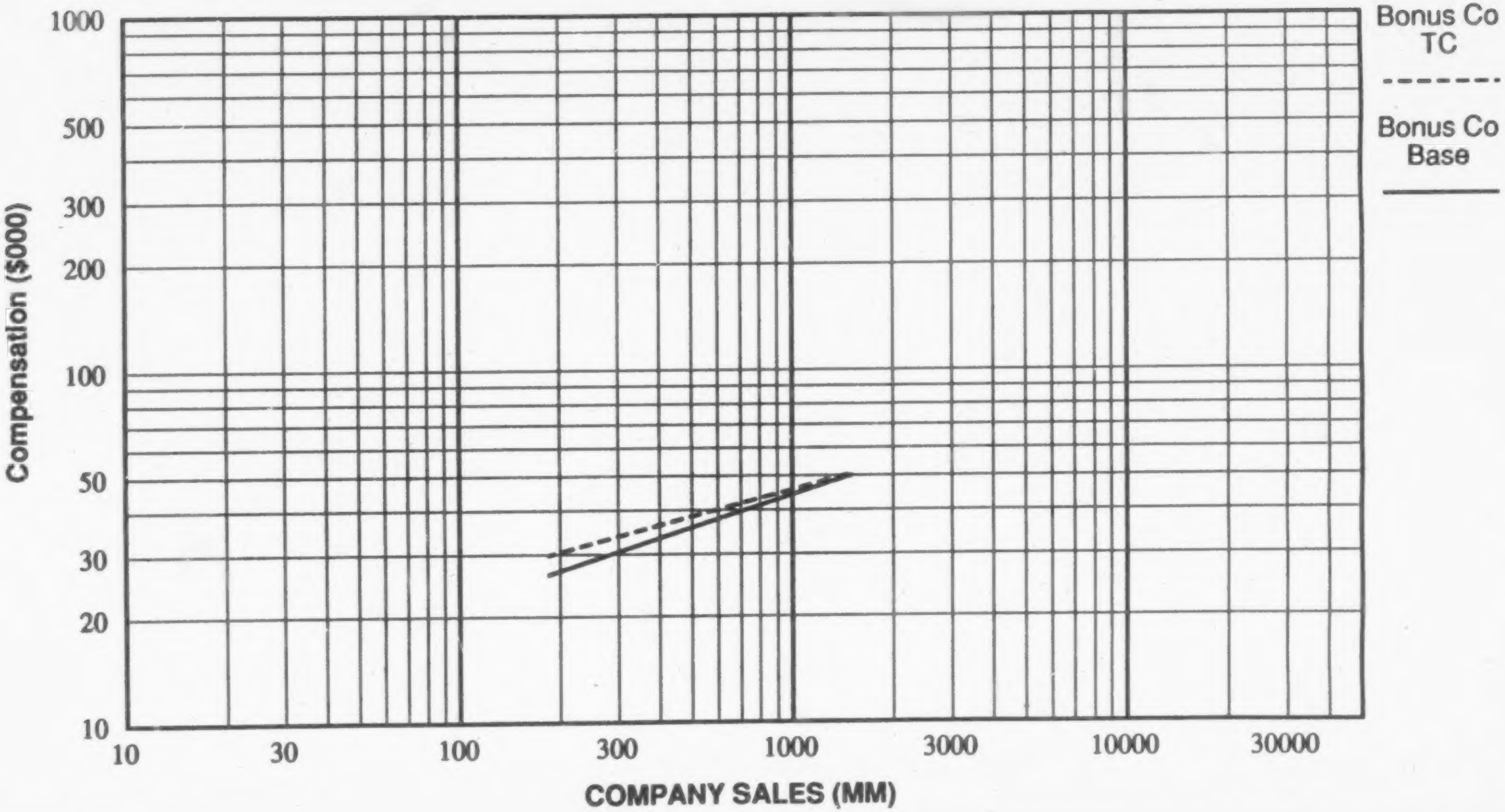
1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 18. TOP SANITATION EXECUTIVE



	BonCoBase	TC	Nonbonus
Coeff. Det.	.91	.76	
Std. Error	1.09	1.14	

	BonCoBase	TC	Nonbonus
Slope	.31001	.25289	
Y-Int	0.71557	0.90111	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

Directs the corporation's or operating company's merchandising, buying, pricing, advertising and service programs. Oversees and controls merchandising strategies for grocery, meat, produce, frozen food, dairy, and nonfood products. Oversees and controls product procurement.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	EXEC. V.P.	$265.0	$132.5	$397.5				
	CEO/PRESIDENT	255.0	125.5	380.5		$158.0	$197.0	$237.0
	CEO/PRESIDENT	255.0	97.4	352.4		185.3	231.6	278.0
	BOARD OF DIR.	193.0	50.0	243.0		196.4	253.4	310.3
	C.O.O.	185.0	108.8	293.8		131.5	164.3	205.4
	C.O.O.	160.0	0.0	160.0				
	C.O.O.	155.0	35.9	190.9		127.3	155.8	184.4
	C.O.O.	142.0	39.8	181.8				
	EXEC. V.P.	136.5	36.5	173.0		117.1	156.1	195.1
	CEO/PRESIDENT	121.0	233.6	354.6				
	CEO/PRESIDENT	99.9	0.0	99.9				
	CEO/PRESIDENT	89.5	25.8	115.3				
	CEO/PRESIDENT	59.5	6.7	66.2				
	NO IN POSITION:	14						
$ 5155.3	WEIGHTED GROUP AVG:	$162.2	$ 66.4	$228.6				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2499.9	C.O.O.				$265.7			
TO	CEO/PRESIDENT	$180.0	$ 90.0	$270.0				
$1000.0	CEO/PRESIDENT	168.0	95.8	263.8		$115.4	$144.3	$123.2
	C.O.O.	163.4	0.0	163.4		98.9	123.6	148.3
	C.O.O.	143.2	53.2	196.4			151.3	
	CEO/PRESIDENT	143.0	0.0	143.0		143.0	184.0	225.0
	C.O.O.				136.0	110.4	137.9	165.5
	EXEC. V.P.	134.0	52.4	186.4				
	CEO/PRESIDENT	132.6	33.2	165.8				
	CEO/PRESIDENT	125.0	15.0	140.0				
	C.O.O.	124.7	60.9	185.6		123.6	162.2	200.9
	SENIOR V.P.	115.0	51.9	166.9				
		95.7	6.7	102.4		57.1	72.5	88.0
	C.O.O.	82.2	19.8	102.0				
	GROUP EXEC.	61.8	2.8	64.6		53.1	62.5	71.8
	NO IN POSITION:	16						
$ 1388.6	WEIGHTED GROUP AVG:	$123.6	$ 34.6	$158.2	$200.9			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$999.9	CEO/PRESIDENT	$192.5	$ 61.4	$253.9		$106.2	$143.5	$180.5
TO	C.O.O.	130.0	39.0	169.0		104.2	130.2	156.3
$500.0	CEO/PRESIDENT	120.0	0.0	120.0				
	BOARD OF DIR.	116.0	47.2	163.2		77.7	101.0	124.3
	CEO/PRESIDENT	110.7	19.9	130.6				
	C.O.O.	110.0	29.0	139.0		107.7	139.4	170.8
	CEO/PRESIDENT	105.0	12.0	117.0				
	C.O.O.	100.0	0.0	100.0		63.3	81.1	98.8
	C.O.O.	99.9	30.0	129.9				
	CEO/PRESIDENT	88.8	20.0	108.8		66.7	81.4	99.1
	C.O.O.	86.1	0.0	86.1		75.0	85.0	100.0
	C.O.O.	73.0	27.1	100.1		61.5	75.4	89.2
	C.O.O.	56.5	25.0	81.5				
	NO IN POSITION:	13						
$ 795.3	WEIGHTED GROUP AVG:	$106.8	$ 23.9	$130.7				

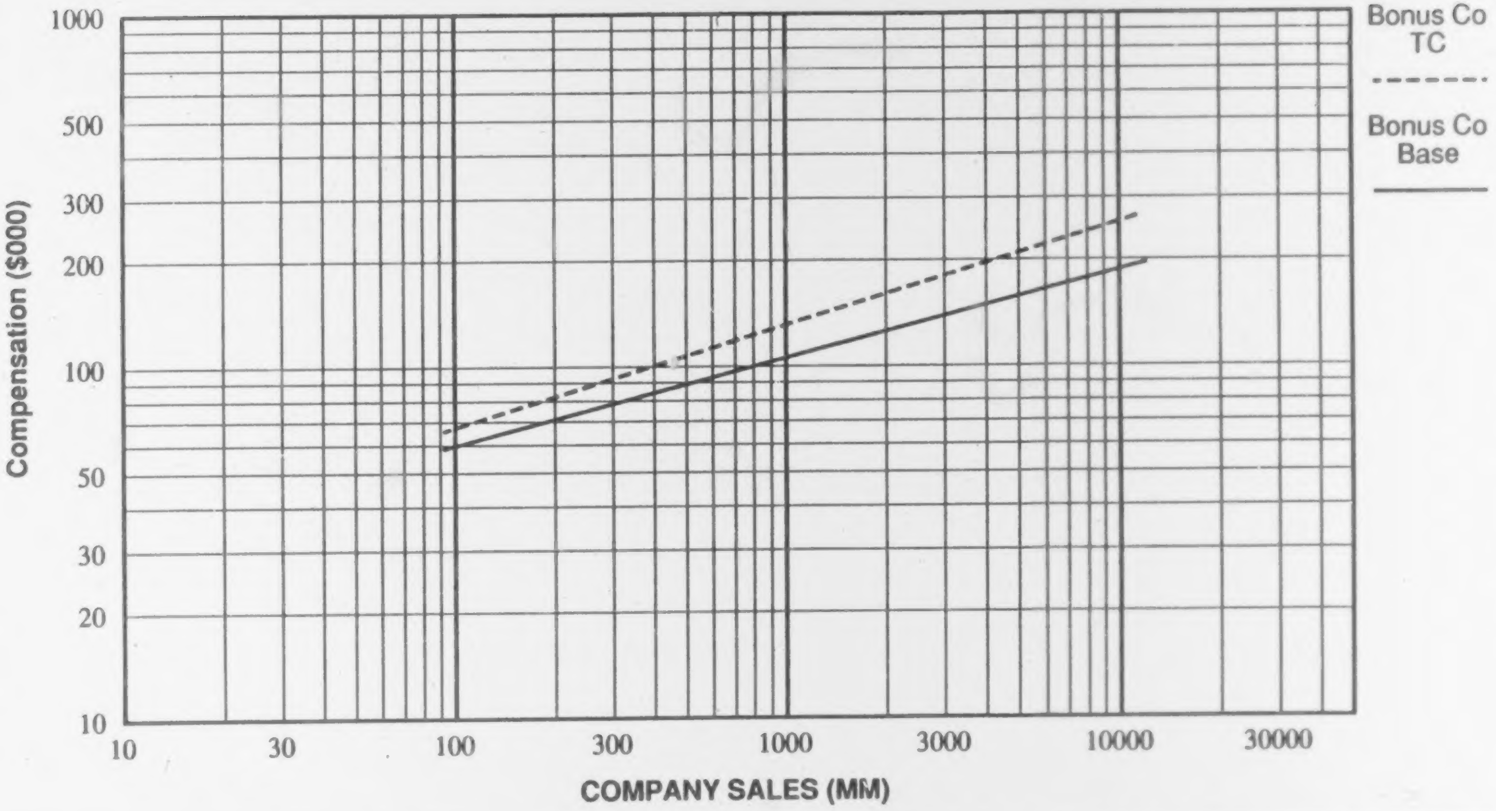
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 AND BELOW	CEO/PRESIDENT	$188.0	$ 75.0	$263.0				
	C.O.O.	183.7	55.1	238.8				
	CEO/PRESIDENT	183.6	0.0	183.6				
	C.O.O.	160.0	37.5	197.5		$118.0	$148.0	$177.0
	CEO/PRESIDENT	104.8	36.0	140.8		78.0	97.5	117.0
	CEO/PRESIDENT	100.0	26.4	126.4				
	CEO/PRESIDENT	96.5	0.0	96.5				
	C.O.O.				$ 95.9			
	EXEC. V.P.				87.9			
	CEO/PRESIDENT	82.1	10.0	92.1				
	CEO/PRESIDENT	82.0	39.0	121.0		94.7	125.5	156.5
	C.O.O.	75.0	15.0	90.0				
	C.O.O.				74.0			
	C.O.O.	70.0	10.0	80.0				
	VICE PRESIDENT	61.3	7.0	68.3				
	CEO/PRESIDENT	58.9	8.0	66.9				
	SENIOR V.P.	54.7	15.2	69.9				
	CEO/PRESIDENT	52.5	6.5	59.0				
	VICE PRESIDENT				49.4	41.6	49.9	59.8
	CEO/PRESIDENT	39.0	14.6	53.6				
	CEO/PRESIDENT	18.2	17.8	36.0		18.2	27.1	36.0
	NO IN POSITION: 23							
$ 263.5	WEIGHTED GROUP AVG:	$ 91.8	$ 20.8	$112.6	$ 76.8			
	NO IN POSITION: 66							
$ 1678.7	POSITION AVERAGE:	$118.9	$ 35.3	$154.2	$118.2			

FOOD MARKETING INSTITUTE

1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 19. TOP MERCHANDISING & PROCUREMENT



	BonCoBase	TC	Nonbonus
Coeff. Det.	.50	.64	
Std. Error	1.34	1.29	

	BonCoBase	TC	Nonbonus
Slope	.24757	.28993	
Y-Int	1.28190	1.24892	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

Develops and recommends the corporation's or operating company's advertising objectives, policies and plans. Oversees the creation and placement of advertisements; i.e., T.V., radio and newspaper advertising. Works with outside agencies on preparation of advertising campaigns.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0	EXEC. V.P.	$109.1	$ 40.3	$149.4		$ 99.0	$124.0	$149.0
AND ABOVE	C.O.O.	105.0	24.7	129.7		94.4	115.5	136.6
	CEO/PRESIDENT	102.9	141.9	244.8				
	VICE PRESIDENT	102.0	45.9	147.9		76.5	95.7	119.6
	SENIOR V.P.	97.5	19.5	117.0				
	C.O.O.	95.0	18.0	113.0		69.7	88.9	108.0
	VICE PRESIDENT	90.5	26.1	116.6				
		82.7	10.9	93.6		63.9	79.8	95.8
	SENIOR V.P.	80.0	12.0	92.0				
	CEO/PRESIDENT	75.0	7.0	82.0				
	EXEC. V.P.	73.5	10.3	83.8		60.2	80.2	100.3
	VICE PRESIDENT	69.4	56.6	126.0		56.8	75.3	93.8
	VICE PRESIDENT	65.7	0.0	65.7				
	NO IN POSITION: 13							
$ 5310.8	WEIGHTED GROUP AVG:	$ 88.3	$ 31.8	$120.1				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2499.9	SENIOR V.P.				$118.6			
TO		$ 90.0	$ 6.3	$ 96.3		$ 47.2	$ 59.2	$ 71.2
$1000.0	SENIOR V.P.	89.0	0.0	89.0		62.4	77.9	93.5
	GROUP EXEC.	85.5	22.8	108.3				
	EXEC. V.P.	84.0	20.0	104.0		65.4	81.7	98.0
	GROUP EXEC.	76.5	15.3	91.8		71.3	90.9	110.2
	SENIOR V.P.	75.9	0.0	75.9		58.4	73.0	87.6
	EXEC. V.P.	73.0	7.7	80.7				
	SENIOR V.P.	70.6	17.7	88.3				
	ASST. V.P./DIR	70.0	10.0	80.0				
	EXEC. V.P.	69.5	10.9	80.4		63.0	78.0	93.0
	VICE PRESIDENT	69.0	12.9	81.9		59.7	79.6	99.5
	CEO/PRESIDENT	67.5	13.5	81.0				
	SENIOR V.P.	64.8	12.0	76.8				
	CEO/PRESIDENT	64.0	143.0	207.0				
	VICE PRESIDENT				59.0	58.1	71.1	84.2
	VICE PRESIDENT				54.6	44.5	57.9	71.2
	CEO/PRESIDENT	42.5	12.8	55.3				
	NO IN POSITION:	18						
$ 1417.7	WEIGHTED GROUP AVG:	$ 72.8	$ 20.3	$ 93.1	$ 77.4			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$999.9 TO $500.0	CEO/PRESIDENT	$ 71.8	$ 16.4	$ 88.2		$ 53.4	$ 66.8	$ 80.1
	CEO/PRESIDENT	69.5	7.5	77.0				
	VICE PRESIDENT	68.0	31.6	99.6		61.5	75.4	89.2
	EXEC. V.P.	64.5	2.1	66.6				
	VICE PRESIDENT	62.0	19.9	81.9		54.1	67.0	79.9
	SENIOR V.P.	61.0	4.0	65.0				
	VICE PRESIDENT				$ 60.6			
	VICE PRESIDENT	58.4	15.3	73.7		46.1	57.6	69.1
	SENIOR V.P.	55.0	0.0	55.0		44.8	58.7	72.5
	CEO/PRESIDENT	53.5	23.4	76.9		44.7	57.1	69.5
	VICE PRESIDENT	53.1	4.0	57.1		40.9	50.0	60.9
	EXEC. V.P.	52.1	12.8	64.9		52.2	69.2	86.1
	C.O.O.	49.9	5.8	55.7				
	VICE PRESIDENT	41.0	0.0	41.0		35.0	40.0	45.0
	VICE PRESIDENT	40.5	4.2	44.7		34.7	43.4	52.1
	VICE PRESIDENT	36.5	7.7	44.2		32.6	41.4	50.3
	NO IN POSITION:	16						
$ 811.1	WEIGHTED GROUP AVG:	$ 55.8	$ 10.3	$ 66.1	$ 60.6			

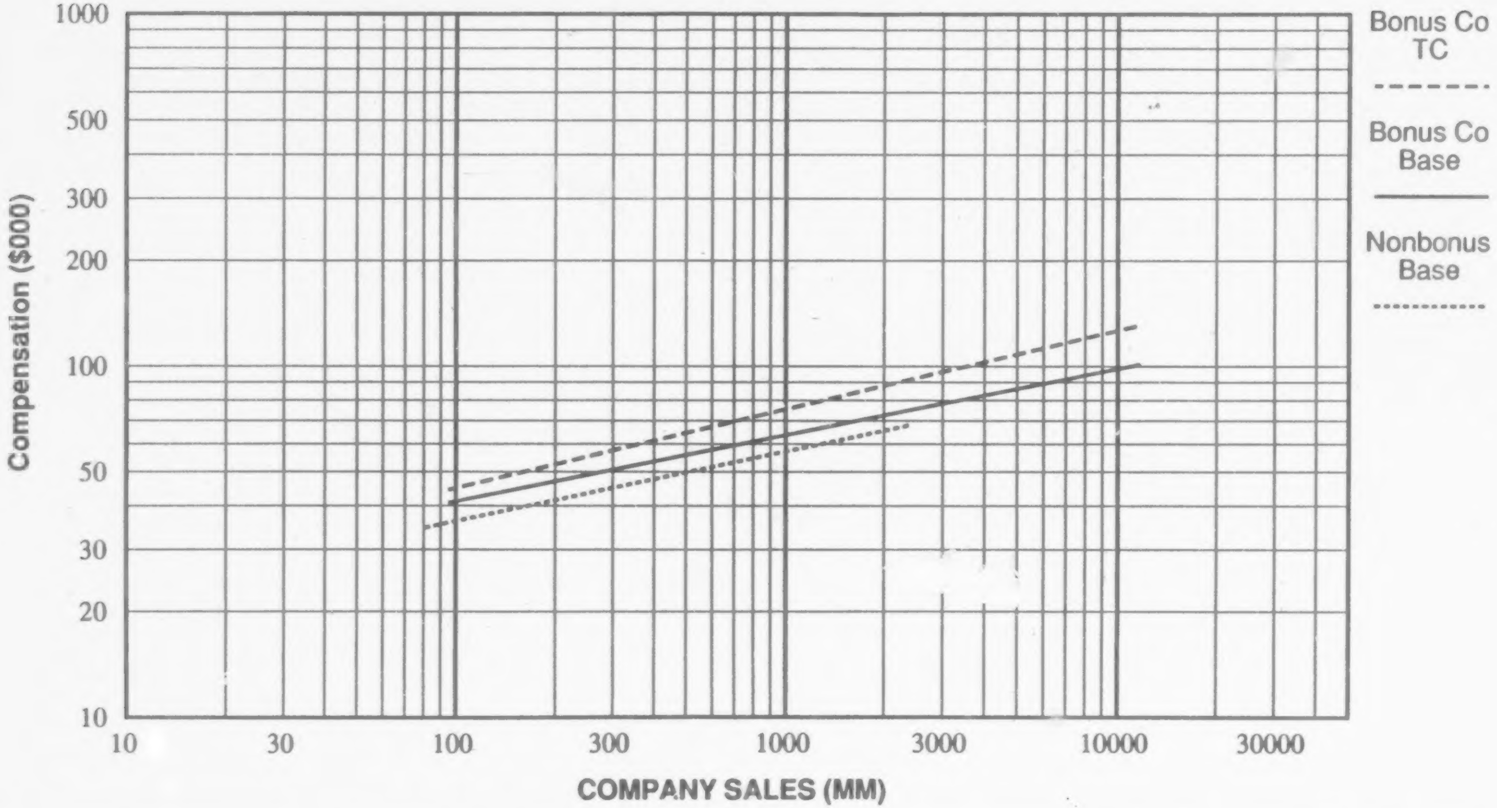
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9	BOARD OF DIR.	$275.0	$ 75.0	$350.0				
AND BELOW	VICE PRESIDENT	105.0	26.3	131.3				
	CEO/PRESIDENT				$ 75.4			
	GROUP EXEC.	73.5	23.1	96.6		$ 53.9	$ 68.7	$ 83.5
	CEO/PRESIDENT	70.0	8.0	78.0				
	SENIOR V.P.	67.0	13.4	80.4		51.6	63.8	75.9
	CEO/PRESIDENT	60.8	20.0	80.8		47.3		60.8
	CEO/PRESIDENT	60.0	0.0	60.0				
	C.O.O.	58.5	5.0	63.5				
	SENIOR V.P.				53.2			
	SENIOR V.P.	55.0	7.5	62.5		48.0	72.0	96.0
	VICE PRESIDENT				50.6	33.8	40.6	48.6
	VICE PRESIDENT	46.0	5.0	51.0				
	ASST. V.P./DIR	42.9	10.1	53.0				
	VICE PRESIDENT	40.9	5.3	46.2		30.2	40.8	51.5
	SENIOR V.P.				40.0			
	VICE PRESIDENT	40.0	10.0	50.0		36.4		50.4
	CEO/PRESIDENT	30.4	3.0	33.4				
	CEO/PRESIDENT				30.0			
	EXEC. V.P.				27.0			
	NO IN POSITION: 20							
$ 297.8	WEIGHTED GROUP AVG:	$ 73.2	$ 15.1	$ 88.3	$ 46.4			
	NO IN POSITION: 67							
$ 1693.9	POSITION AVERAGE:	$ 72.0	$ 19.0	$ 91.0	$ 57.1			

FOOD MARKETING INSTITUTE

1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 20. TOP ADVERTISING EXECUTIVE



	BonCoBase	TC	Nonbonus
Coeff. Det.	.43	.43	.46
Std. Error	1.25	1.29	1.31

	BonCoBase	TC	Nonbonus
Slope	.18832	.22414	.19840
Y-Int	1.23893	1.20533	1.16183

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY

SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's grocery merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted grocery sales, profit and turnover. Directs and controls all grocery buying and pricing. Directs and controls product selection, promotion and advertising plans. Develops financial forecasts for grocery sales and profits.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$750.0 AND ABOVE	C.O.O.	$136.0	$ 39.0	$175.0				
	EXEC. V.P.	135.0	49.4	184.4		$113.0	$141.0	$169.0
	GROUP EXEC.	126.0	33.6	159.6				
	SENIOR V.P.	116.0	51.7	167.7		91.5	114.4	143.0
	SENIOR V.P.	112.0	24.0	136.0		93.3	119.4	145.5
	SENIOR V.P.	109.2	16.4	125.6				
	SENIOR V.P.	106.3	17.7	124.0		70.4	88.1	105.7
	SENIOR V.P.	105.5	26.5	132.0		84.8	113.0	141.3
	EXEC. V.P.	103.0	49.8	152.8		86.9	108.6	130.3
	SENIOR V.P.	99.8	25.0	124.8		69.4	84.9	100.5
	VICE PRESIDENT	90.0	14.2	104.2		76.0	94.0	113.0
	GROUP EXEC.	85.0	17.0	102.0				
	VICE PRESIDENT	85.0	70.7	155.7		56.8	75.3	93.8
	NO IN POSITION:	13						
$ 1935.4	WEIGHTED GROUP AVG:	$108.4	$ 33.4	$141.8				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS
EXECUTIVE

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$749.9	SENIOR V.P.				$147.7			
TO	CEO/PRESIDENT	$105.0	$ 35.1	$140.1				
$300.0	SENIOR V.P.	100.0	10.0	110.0				
	CEO/PRESIDENT	93.5	37.4	130.9				
		90.0	6.3	96.3		$ 60.6	$ 77.3	$ 94.0
	CEO/PRESIDENT	85.0	0.0	85.0				
	VICE PRESIDENT	82.0	28.0	110.0		56.5	70.3	84.2
	VICE PRESIDENT	73.8	18.8	92.6		53.4	66.8	80.1
	EXEC. V.P.	72.0	18.2	90.2		52.2	69.2	86.1
	SENIOR V.P.	66.1	12.9	79.0				
	VICE PRESIDENT	65.9	9.8	75.7				
	SENIOR V.P.	65.0	0.0	65.0		49.0	64.2	79.5
	SENIOR V.P.	64.9	0.0	64.9		53.3	66.7	80.1
	C.O.O.				52.0			
	CEO/PRESIDENT	52.0	93.7	145.7				
	VICE PRESIDENT	51.7	4.1	55.8		40.9	50.0	60.9
	VICE PRESIDENT	49.0	4.4	53.4		48.5	59.4	70.3
	NO IN POSITION: 17							
$ 494.8	WEIGHTED GROUP AVG:	$ 74.4	$ 18.6	$ 93.0	$ 99.9			

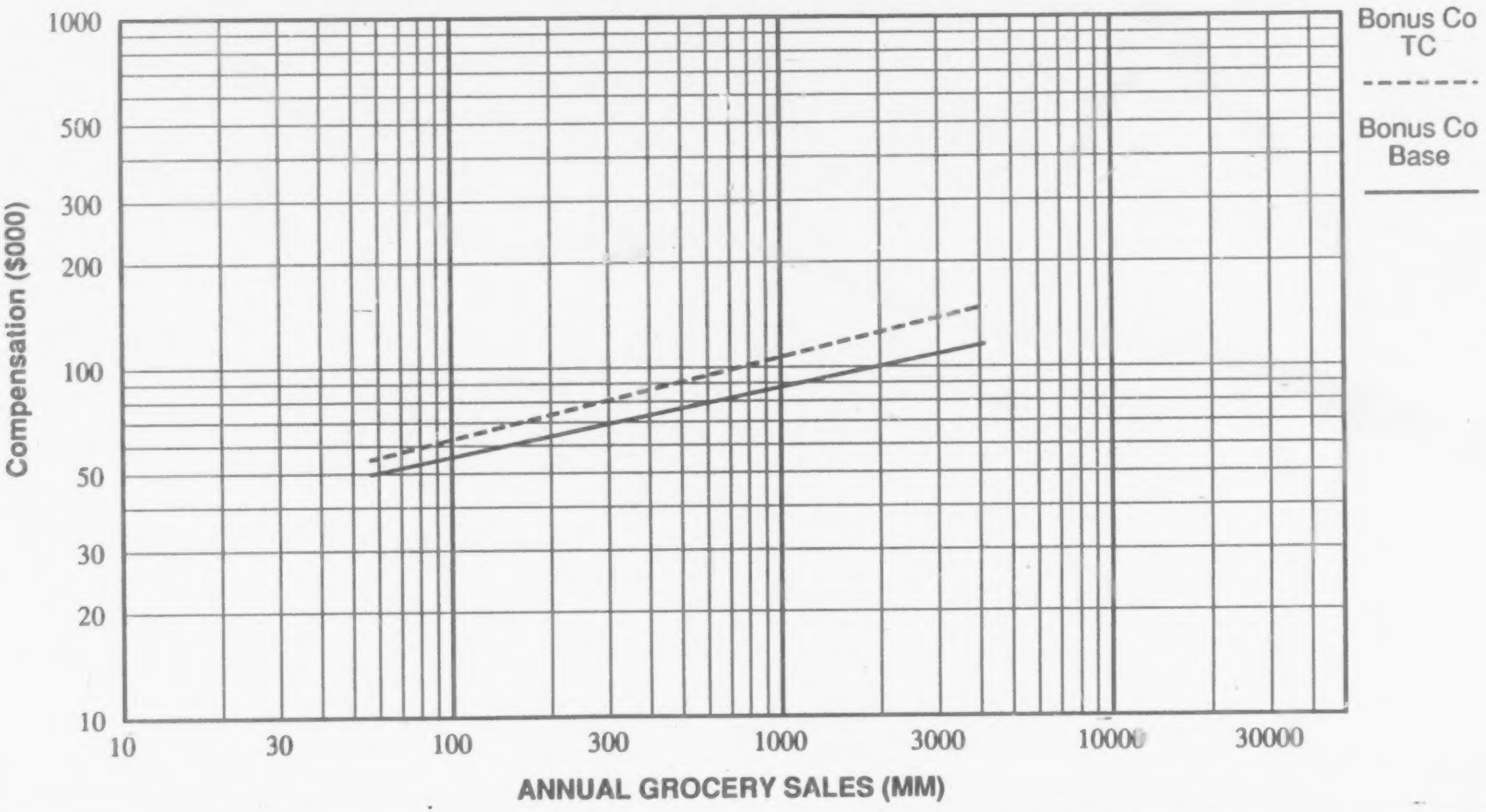
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$299.9	BOARD OF DIR.	$105.1	$ 10.0	$115.1				
AND BELOW	VICE PRESIDENT	97.3	24.3	121.6				
	SENIOR V.P.				$ 90.5	$ 70.0	$ 80.0	$ 90.0
	VICE PRESIDENT	83.9	17.6	101.5		43.9	55.6	66.6
	CEO/PRESIDENT	81.0	14.1	95.1		72.0	90.0	108.0
	GROUP EXEC.	80.0	25.2	105.2		61.2	77.9	94.6
	SENIOR V.P.	74.0	10.0	84.0		48.0	72.0	96.0
	CEO/PRESIDENT				73.0	53.0	61.0	69.0
	CEO/PRESIDENT	64.8	1.2	66.0		46.0	56.0	66.0
	CEO/PRESIDENT	63.7	4.0	67.7				
	C.O.O.	59.2	20.0	79.2		47.3		59.2
	SENIOR V.P.	59.0	11.8	70.8		51.6	63.8	75.9
	VICE PRESIDENT	57.4	0.0	57.4		50.0	57.0	65.0
	VICE PRESIDENT	55.7	5.3	61.0		30.2	40.8	51.5
		54.6	5.0	59.6				
	SENIOR V.P.	52.5	18.0	70.5				
	ASST. V.P./DIR	50.9	15.0	65.9			58.4	
	CEO/PRESIDENT				47.5			
	VICE PRESIDENT	42.9	6.4	49.3		36.4		50.4
	NO IN POSITION: 19							
$ 171.4	WEIGHTED GROUP AVG:	$ 67.6	$ 11.8	$ 79.4	$ 70.3			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	SENIOR V.P.	$110.0	$ 0.0	$110.0		$106.0	$132.0	$158.0
	CEO/PRESIDENT	102.9	156.0	258.9				
	CEO/PRESIDENT	88.5	26.6	115.1				
	VICE PRESIDENT	76.0	17.4	93.4		70.7	88.4	106.1
	VICE PRESIDENT				$ 71.0			
	ASST. V.P./DIR				59.0	44.5	57.9	71.2
	NO IN POSITION: 6							
	WEIGHTED GROUP AVG:	$ 94.4	$ 50.0	$144.4	$ 65.0			
	NO IN POSITION: 55							
$ 751.6	POSITION AVERAGE:	$ 83.0	$ 23.0	$106.0	$ 77.2			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 21. TOP GROCERY OPERATIONS EXECUTIVE



	BonCoBase	TC	Nonbonus
Coeff. Det.	.48	.50	
Std. Error	1.24	1.28	

	BonCoBase	TC	Nonbonus
Slope	.19725	.23299	
Y-Int	1.35120	1.32972	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's meat merchandising program (including deli) in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted meat sales, profit and turnover. Directs and controls all meat buying and pricing. Directs and controls meat selection, promotion and advertising plans. Develops financial forecasts for meat sales and profits.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$250.0 AND ABOVE	C.O.O.	$128.5	$ 36.5	$165.0				
	SENIOR V.P.	121.5	30.6	152.1				
	SENIOR V.P.	115.5	30.0	145.5		$ 75.8	$ 92.8	$109.7
	SENIOR V.P.	115.5	28.4	143.9				
	SENIOR V.P.	113.6	33.3	146.9		87.5	109.5	131.0
	EXEC. V.P.	102.5	49.5	152.0		86.9	108.6	130.3
	SENIOR V.P.	100.0	43.3	143.3		76.5	95.7	119.6
	VICE PRESIDENT	93.6	76.6	170.2		56.8	75.3	93.8
	GROUP EXEC.	90.0	18.0	108.0				
	CEO/PRESIDENT	82.5	20.6	103.1				
	ASST. V.P./DIR	76.6	11.9	88.5		76.5	95.7	114.8
	SENIOR V.P.	73.0	4.0	77.0				
	VICE PRESIDENT	42.9	46.0	88.9				
	NO IN POSITION:	13						
$ 748.2	WEIGHTED GROUP AVG:	$ 96.6	$ 33.0	$129.6				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9	GROUP EXEC.	$ 95.0	$ 9.8	$104.8				
TO		91.6	6.4	98.0		$ 60.6	$ 77.3	$ 94.0
$150.0	CEO/PRESIDENT	88.5	35.4	123.9				
	SENIOR V.P.	88.5	0.0	88.5		62.4	77.9	93.5
	ASST. V.P./DIR	76.0	9.5	85.5				
	VICE PRESIDENT	70.0	7.4	77.4		53.0	65.6	78.0
	VICE PRESIDENT				$ 69.0	58.1	71.1	84.2
	VICE PRESIDENT	67.6	17.3	84.9		53.4	66.8	80.1
	SENIOR V.P.	60.0	10.0	70.0				
	VICE PRESIDENT	58.4	4.1	62.5		40.9	50.0	60.9
	NO IN POSITION: 11							
$ 171.0	WEIGHTED GROUP AVG:	$ 78.7	$ 10.7	$ 89.4	$ 69.0			
$149.9	SENIOR V.P.				$130.5			
TO	CEO/PRESIDENT	$100.0	$ 0.0	$100.0				
$75.0	VICE PRESIDENT	88.3	18.1	106.4		$ 67.5	$ 90.0	$112.5
	CEO/PRESIDENT	84.0	14.7	98.7		72.0	90.0	108.0
	BOARD OF DIR.	83.2	16.1	99.3				
	VICE PRESIDENT	82.0	28.0	110.0		56.5	70.3	84.2
	C.O.O.	65.5	18.3	83.8				
	VICE PRESIDENT	61.6	7.9	69.5				
	SENIOR V.P.	61.0	0.0	61.0		44.8	58.8	72.5
	VICE PRESIDENT	60.0	7.2	67.2		54.6	66.9	79.2
	CEO/PRESIDENT	58.9	25.0	83.9		44.7	57.1	69.5
	VICE PRESIDENT	53.3	0.0	53.3		50.0	52.0	57.0
	VICE PRESIDENT	52.7	11.1	63.8		39.8	50.2	60.6
	SENIOR V.P.	52.0	15.0	67.0				
	NO IN POSITION: 15							
$ 102.3	WEIGHTED GROUP AVG:	$ 68.2	$ 12.6	$ 80.8	$130.5			

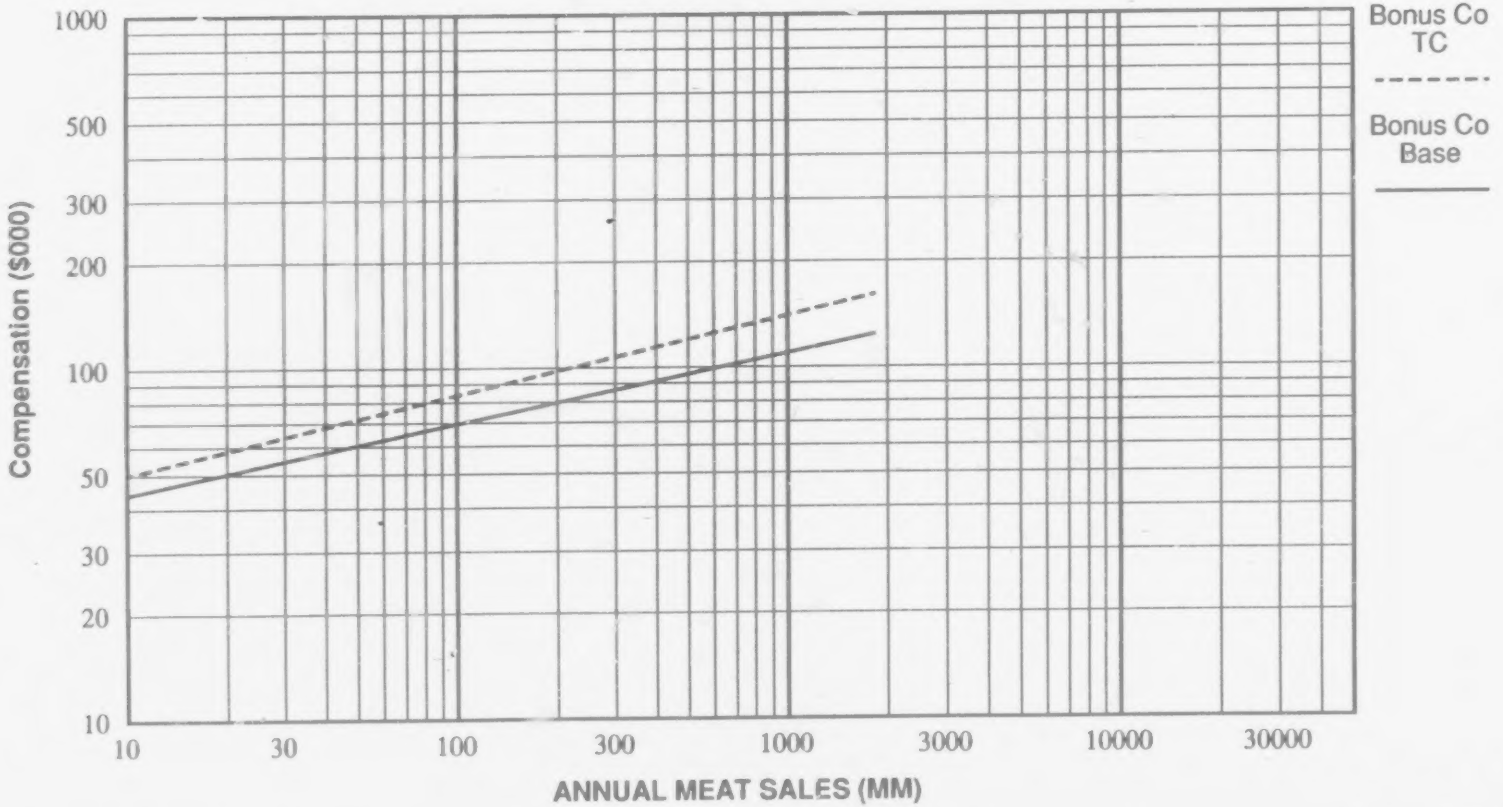
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$74.9	GROUP EXEC.	$101.0	$ 24.0	$125.0		$ 93.3	$119.4	$145.5
AND BELOW	SENIOR V.P.				$ 85.8			
	C.O.O.				85.0	59.0	67.5	76.0
	VICE PRESIDENT	84.2	21.0	105.2				
	VICE PRESIDENT				80.0			
	SENIOR V.P.	68.5	10.0	78.5		44.0	61.0	78.0
	VICE PRESIDENT	61.3	5.0	66.3				
	C.O.O.	60.3	30.0	90.3				
	C.O.O.	57.2	20.0	77.2		47.3		57.2
	SENIOR V.P.	56.8	1.5	58.3				
	SENIOR V.P.	54.0	10.8	64.8		48.6	60.0	71.4
	C.O.O.	53.3	4.0	57.3				
	CEO/PRESIDENT	53.2	2.3	55.5		46.0	56.0	66.0
	VICE PRESIDENT	52.5	5.0	57.5				
	VICE PRESIDENT	52.0	8.0	60.0		44.2		53.0
	C.O.O.				52.0			
	ASST. V.P./DIR	50.9	15.0	65.9				
	EXEC. V.P.	44.2	3.5	47.7				
	VICE PRESIDENT	40.5	4.6	45.1		30.2	40.8	51.5
	NO IN POSITION: 20							
$ 37.5	WEIGHTED GROUP AVG:	$ 58.2	$ 10.5	$ 68.7	$ 75.7			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	SENIOR V.P.	$120.0	$ 0.0	$120.0		$ 93.0	$116.0	$139.0
	CEO/PRESIDENT	102.9	116.8	219.7				
	C.O.O.	88.0	14.6	102.6				
	VICE PRESIDENT	84.3	0.0	84.3				
	CEO/PRESIDENT	81.5	24.5	106.0				
	ASST. V.P./DIR				$ 71.6	44.5	57.9	71.2
	VICE PRESIDENT	62.0	21.0	83.0		58.5	73.1	87.8
	EXEC. V.P.	59.0	0.0	59.0				
	CEO/PRESIDENT	48.0	4.5	52.5				
	CEO/PRESIDENT	40.3	4.0	44.3				
	EXEC. V.P.				31.0			
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 76.2	$ 20.6	$ 96.8	$ 51.3			
	NO IN POSITION: 70							
$ 235.5	POSITION AVERAGE:	$ 74.4	$ 17.2	$ 91.6	$ 75.6			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 22. TOP MEAT OPERATIONS EXECUTIVE



	BonCoBase	TC	Nonbonus
Coeff. Det.	.64	.56	
Std. Error	1.20	1.27	

	BonCoBase	TC	Nonbonus
Slope	.20046	.22520	
Y-Int	1.43810	1.47180	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's produce merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted produce sales, profits and turnover. Directs and controls all produce buying and pricing. Directs and controls produce selection, promotion and advertising plans. Develops financial forecasts for produce sales and profits.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0	SENIOR V.P.				$153.7			
AND ABOVE	CEO/PRESIDENT	$137.0	$ 40.0	$177.0		$ 93.3	$109.0	$129.8
	C.O.O.	122.0	35.0	157.0				
	SENIOR V.P.	116.0	51.7	167.7		76.5	95.7	119.6
	SENIOR V.P.	115.5	21.0	136.5				
	SENIOR V.P.	107.5	32.5	140.0		87.5	109.5	131.0
	VICE PRESIDENT	105.0	85.8	190.8		56.8	75.3	93.8
	GROUP EXEC.	102.5	20.5	123.0				
	ASST. V.P./DIR	97.0	13.0	110.0		76.5	95.7	114.8
	SENIOR V.P.	91.4	23.7	115.1		69.4	84.9	100.5
	BOARD OF DIR.	83.2	11.5	94.7				
	VICE PRESIDENT	81.5	12.8	94.3		63.0	78.0	93.0
	SENIOR V.P.	78.2	16.5	94.7		67.7	90.3	112.9
	EXEC. V.P.	73.0	27.8	100.8		76.3	95.4	114.5
	SENIOR V.P.	65.0	3.0	68.0				
	GROUP EXEC.	63.3	12.2	75.5				
	VICE PRESIDENT				52.0	58.1	71.1	84.2
	VICE PRESIDENT	39.5	32.8	72.3				
	NO IN POSITION:	18						
$ 348.3	WEIGHTED GROUP AVG:	$ 92.4	$ 27.4	$119.8	$102.9			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$99.9	C.O.O.	$ 93.0	$ 40.0	$133.0				
TO	VICE PRESIDENT	77.7	15.9	93.6		$ 59.7	$ 79.6	$ 99.5
$50.0	CEO/PRESIDENT	73.5	18.4	91.9				
	VICE PRESIDENT	72.0	0.0	72.0		57.8	72.1	86.4
	CEO/PRESIDENT	71.0	11.2	82.2		55.0	68.7	82.4
	CEO/PRESIDENT	67.5	18.9	86.4				
		65.0	4.6	69.6		60.6	77.3	94.0
	VICE PRESIDENT	61.0	0.0	61.0		55.0	60.0	65.0
	SENIOR V.P.	61.0	0.0	61.0		44.8	58.8	72.5
	VICE PRESIDENT	60.4	6.0	66.4				
	CEO/PRESIDENT	58.9	25.3	84.2		44.7	57.1	69.5
	ASST. V.P./DIR	57.8	8.2	66.0				
	VICE PRESIDENT	55.0	4.0	59.0		40.9	50.0	60.9
	SENIOR V.P.	54.0	10.0	64.0				
	VICE PRESIDENT	53.0	9.1	62.1		53.4	66.8	80.1
	VICE PRESIDENT	46.9	0.0	46.9		39.8	50.2	60.6
	GROUP EXEC.	45.9	0.0	45.9		47.9	60.7	73.5
	NO IN POSITION:	17						
$ 67.6	WEIGHTED GROUP AVG:	$ 63.2	$ 10.0	$ 73.2				

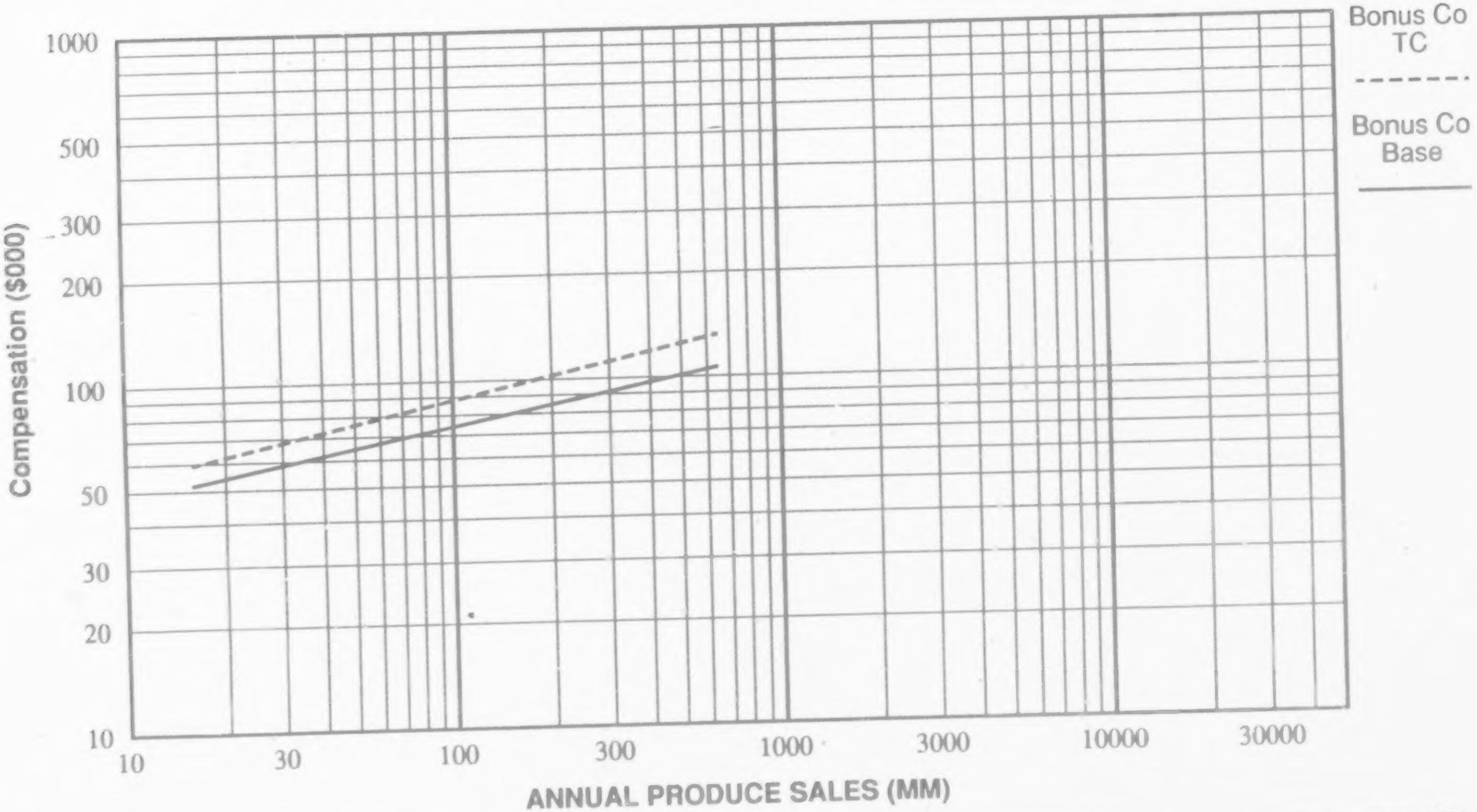
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$49.9	C.O.O.				$ 88.0	$ 62.0	$ 71.0	$ 80.0
AND BELOW	VICE PRESIDENT	$ 85.8	$ 21.5	$107.3				
	CEO/PRESIDENT	85.0	0.0	85.0				
	SENIOR V.P.				84.4			
	SENIOR V.P.	80.0	0.0	80.0		48.0	72.0	96.0
	BOARD OF DIR.	75.0	12.0	87.0				
	C.O.O.	66.3	30.0	96.3				
	VICE PRESIDENT	59.1	5.0	64.1				
	C.O.O.	57.2	20.0	77.2		47.3		57.2
	VICE PRESIDENT	56.0	13.9	69.9		48.5	59.4	70.3
	SENIOR V.P.	55.0	20.0	75.0				
	VICE PRESIDENT	52.8	5.1	57.9		30.2	40.8	51.5
	C.O.O.				52.0	35.8	44.8	53.8
	VICE PRESIDENT	52.0	8.0	60.0		44.2		53.0
	SENIOR V.P.	52.0	10.4	62.4		48.6	60.0	71.4
	ASST. V.P./DIR	50.9	15.0	65.9				
	C.O.O.				45.5			
	C.O.O.	39.0	2.5	41.5				
	EXEC. V.P.	37.7	1.5	39.2				
	NO IN POSITION: 19							
$ 24.7	WEIGHTED GROUP AVG:	$ 60.3	$ 10.9	$ 71.2	$ 67.5			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	CEO/PRESIDENT	$ 81.5	$ 24.5	$106.0				
	SENIOR V.P.	75.0	0.0	75.0		$ 64.6	$ 80.7	$ 96.9
	C.O.O.	67.5	8.1	75.6				
	ASST. V.P./DIR				$ 60.3	44.5	57.9	71.2
	VICE PRESIDENT	56.9	0.0	56.9				
	VICE PRESIDENT	56.3	19.1	75.4		51.8	64.8	77.8
	EXEC. V.P.	48.5	0.0	48.5				
	CEO/PRESIDENT	40.3	5.0	45.3				
	EXEC. V.P.				32.0			
	NO IN POSITION: 9							
	WEIGHTED GROUP AVG:	$ 60.9	$ 8.1	$ 69.0	$ 46.2			
-	NO IN POSITION: 63							
$ 146.1	POSITION AVERAGE:	$ 70.6	$ 15.1	$ 85.7	$ 71.0			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 23. TOP PRODUCE OPERATIONS EXECUTIVE



	BonCoBase	TC	Nonbonus
Coeff. Det.	.54	.56	
Std. Error	1.22	1.25	

	BonCoBase	TC	Nonbonus
Slope	.19183	.21438	
Y-Int	1.48729	1.51821	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

Plans and directs the corporation's or operating company's nonfood merchandising programs in accordance with the firm's overall merchandising policies. Plans and develops nonfood merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted nonfood sales, profit and turnover. Directs and controls all nonfood buying and pricing. Directs and controls nonfood product selection, promotion and advertising plans. Develops financial forecasts for nonfood sales and profits.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.0 AND ABOVE	EXEC. V.P.	$181.1	$ 77.8	$258.9		$158.0	$197.0	$237.0
	SENIOR V.P.				$133.4			
	SENIOR V.P.	117.3	26.7	144.0		70.4	88.1	105.7
	SENIOR V.P.	115.5	17.3	132.8				
	SENIOR V.P.	99.0	24.2	123.2		84.8	113.0	141.3
	C.O.O.	92.4	24.0	116.4				
	SENIOR V.P.	91.4	17.7	109.1		69.4	84.9	100.5
	GROUP EXEC.	90.0	18.0	108.0				
	CEO/PRESIDENT	82.5	20.0	102.5				
	VICE PRESIDENT	78.8	23.7	102.5		56.6	70.7	84.9
	SENIOR V.P.	73.5	14.7	88.2		51.6	63.8	75.9
	SENIOR V.P.	67.0	16.0	83.0				
	SENIOR V.P.	63.6	10.4	74.0				
	VICE PRESIDENT	60.5	6.4	66.9		53.0	65.6	78.0
	SENIOR V.P.	60.0	0.0	60.0				
	VICE PRESIDENT				48.5	58.1	71.1	84.2
	NO IN POSITION:	16						
$ 343.2	WEIGHTED GROUP AVG:	$ 90.9	$ 21.2	$112.1	$ 90.9			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$99.9	CEO/PRESIDENT	$161.0	$ 45.0	$206.0		$126.4	$161.8	$197.2
TO		112.5	7.9	120.4		60.6	77.3	94.0
$50.0	VICE PRESIDENT	94.0	45.0	139.0		56.5	70.3	84.2
	CEO/PRESIDENT	93.5	37.4	130.9				
	EXEC. V.P.	85.0	44.1	129.1		52.2	69.2	86.1
	CEO/PRESIDENT	64.2	28.5	92.7		44.7	57.1	69.5
	ASST. V.P./DIR	60.6	0.6	61.2				
	VICE PRESIDENT	54.9	5.4	60.3				
	SENIOR V.P.	50.0	15.0	65.0				
	ASST. V.P./DIR	41.3	15.8	57.1				
	NO IN POSITION:	11						
$ 75.5	WEIGHTED GROUP AVG:	$ 79.3	$ 22.7	$102.0				

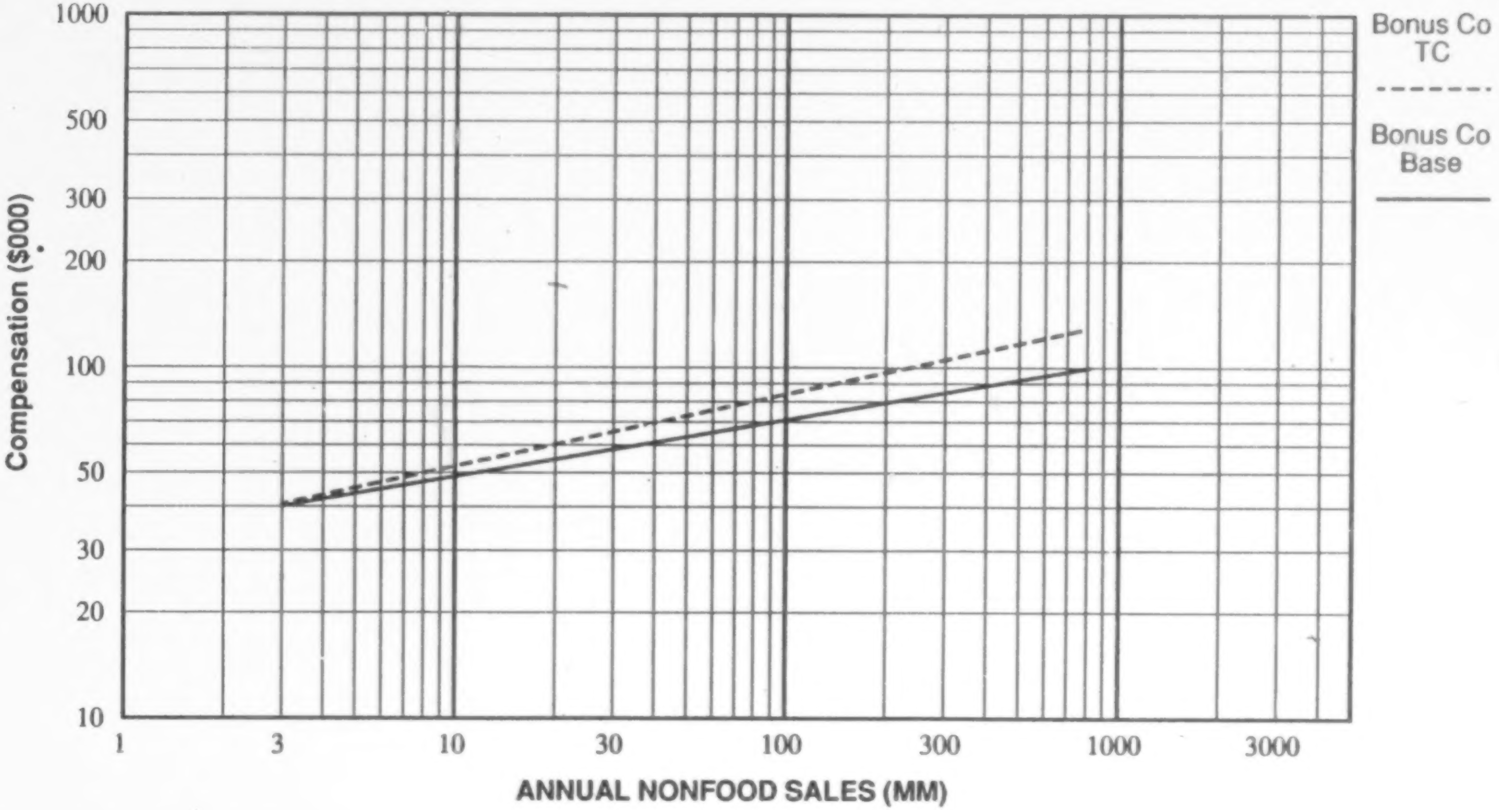
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$49.9	C.O.O.	$108.3	$ 23.5	$131.8			$130.1	
AND BELOW	CEO/PRESIDENT	71.0	0.0	71.0		58.8	73.5	88.2
	GROUP EXEC.	65.0	10.3	75.3		47.9	60.7	73.5
	CEO/PRESIDENT	61.7	3.3	65.0		46.0	56.0	66.0
	CEO/PRESIDENT	57.7	3.6	61.3				
	C.O.O.	57.2	20.0	77.2		47.3		57.2
	SENIOR V.P.	56.8	1.6	58.4				
	VICE PRESIDENT	55.4	13.0	68.4		48.5	59.4	70.3
	VICE PRESIDENT	53.6	5.0	58.6				
	CEO/PRESIDENT	52.0	3.5	55.5				
	VICE PRESIDENT	50.0	3.0	53.0				
	VICE PRESIDENT	46.5	7.0	53.5		36.4		50.4
	EXEC. V.P.	44.2	2.3	46.5				
	VICE PRESIDENT	43.5	5.8	49.3		30.2	40.8	51.5
	ASST. V.P./DIR	41.5	5.3	46.8				
	CEO/PRESIDENT				$ 34.0			
	NO IN POSITION: 17							
$ 20.6	WEIGHTED GROUP AVG:	$ 57.6	$ 7.2	$ 64.8	$ 34.0			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD
OPERATIONS EXEC.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	CEO/PRESIDENT	$ 95.0	$ 17.4	$112.4				
	GROUP EXEC.	91.5	24.4	115.9				
	CEO/PRESIDENT	88.0	26.4	114.4				
	VICE PRESIDENT	73.8	19.2	93.0		$ 53.4	$ 66.8	$ 80.1
	SENIOR V.P.	68.4	0.0	68.4		64.6	80.7	96.9
	EXEC. V.P.				$ 66.1			
	CEO/PRESIDENT	60.7	137.6	198.3				
	VICE PRESIDENT	59.8	0.0	59.8		55.0	60.0	65.0
	VICE PRESIDENT	58.0	19.7	77.7		46.1	57.6	69.1
	ASST. V.P./DIR				55.4	44.5	57.9	71.2
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 74.4	$ 30.6	$105.0	$ 60.8			
	NO IN POSITION: 54							
$ 151.7	POSITION AVERAGE:	$ 75.1	$ 18.7	$ 93.8	$ 61.9			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 24. TOP GEN'L MERCH/NONFOOD OPERATIONS



	BonCoBase	TC	Nonbonus
Coeff. Det.	.50	.59	
Std. Error	1.24	1.26	

	BonCoBase	TC	Nonbonus
Slope	.16114	.20370	
Y-Int	1.53061	1.52005	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$250.0 AND ABOVE	ASST. V.P./DIR	$ 70.2	$ 20.6	$ 90.8		$ 49.1	$ 60.6	$ 72.1
	REG. V.P./MGR.	70.0	16.9	86.9		55.4	67.8	80.1
	DIV. V.P./MGR.	66.5	2.1	68.6		51.6	64.6	77.5
	DIST.MANAGER	61.4	9.7	71.1		44.9	56.8	68.7
	VICE PRESIDENT	61.3	4.0	65.3				
	VICE PRESIDENT	58.1	13.7	71.8				
	SENIOR V.P.	57.0	0.0	57.0				
	VICE PRESIDENT	53.3	14.6	67.9		45.5	56.9	68.3
	EXEC. V.P.	50.2	12.6	62.8		43.5	57.6	71.7
	REG. V.P./MGR.				$ 49.7	39.0	47.8	56.5
	VICE PRESIDENT	46.9	4.2	51.1		33.5	39.5	45.4
	VICE PRESIDENT	45.3	0.0	45.3		42.3	53.0	63.6
	MANAGER	42.0	0.0	42.0		40.0	42.0	47.0
	ASST. V.P./DIR	38.2	2.3	40.5		35.2	43.0	51.0
	NO IN POSITION: 41							
$ 361.7	WEIGHTED GROUP AVG:	$ 59.8	$ 8.4	$ 68.2	$ 49.7			

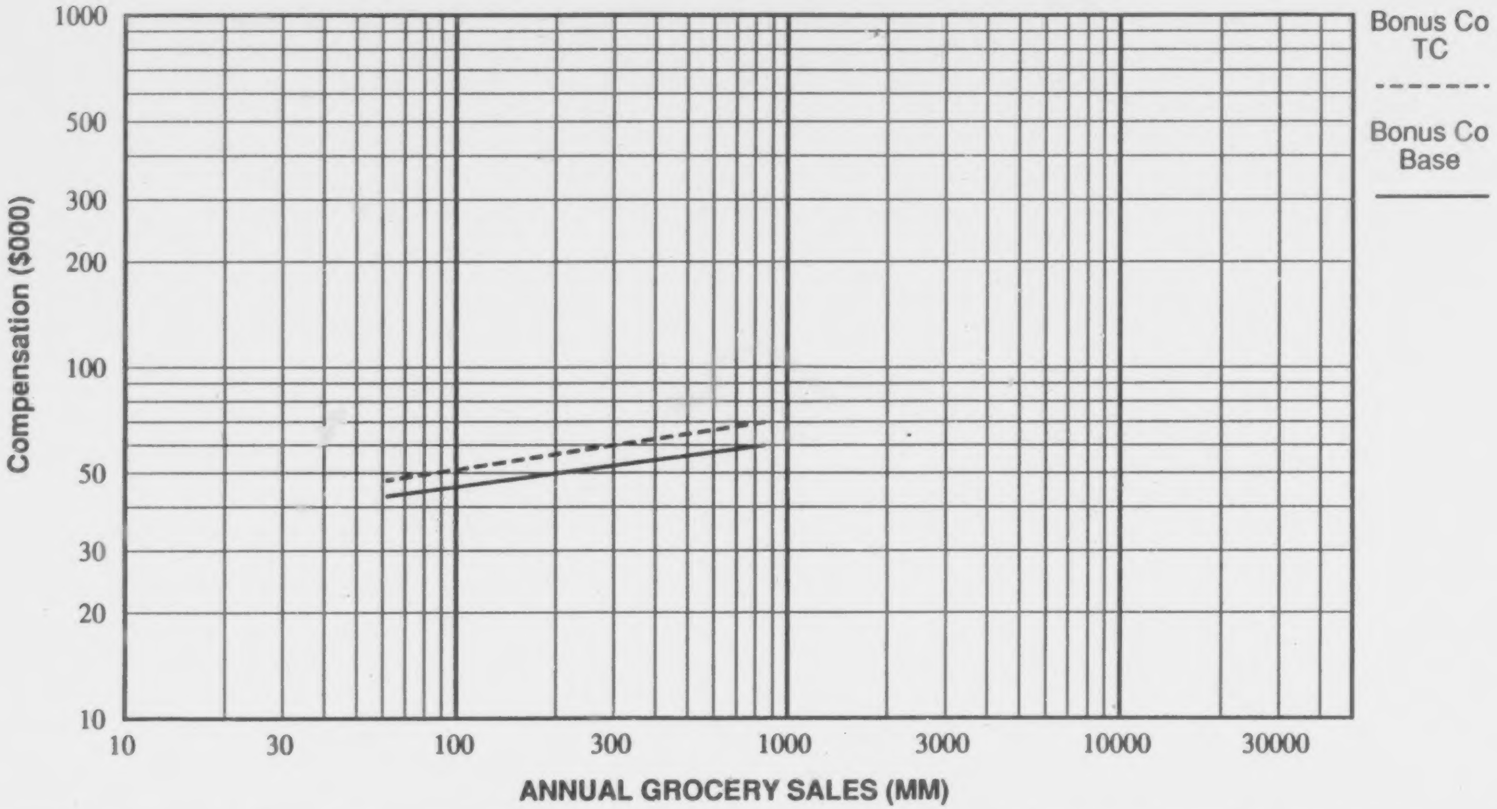
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

SCOPE ANNUAL GROCERY SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$249.9	SENIOR V.P.	$ 71.5	$ 9.0	$ 80.5		$ 44.0	$ 61.0	$ 78.0
TO	ASST. V.P./DIR	56.5	4.4	60.9				
$100.0	VICE PRESIDENT	55.8	11.3	67.1		46.7	57.7	68.6
	DIST.MANAGER	54.3	10.9	65.2				
	EXEC. V.P.	53.3	10.6	63.9				
	ASST. V.P./DIR	51.6	7.6	59.2		41.9	55.8	69.8
	VICE PRESIDENT	50.0	3.0	53.0				
	ASST. V.P./DIR	47.9	8.4	56.3		36.5	45.6	54.7
	SENIOR V.P.	41.3	3.0	44.3		40.5	41.3	43.1
	ASST. V.P./DIR	41.0	0.0	41.0		33.5	42.0	50.5
	CEO/PRESIDENT	40.0	0.0	40.0				
		39.4	2.8	42.2		29.6	37.1	44.6
	ASST. V.P./DIR	33.5	1.5	35.0		25.8	32.3	38.8
	REG. V.P./MGR.				$ 28.2			
	NO IN POSITION: 46							
$ 144.9	WEIGHTED GROUP AVG:	$ 50.3	$ 7.5	$ 57.8	$ 28.2			
$99.9					$ 60.0	$ 46.0	$ 52.5	$ 59.0
AND BELOW		$ 52.7	$ 7.8	$ 60.5		40.3	49.0	57.8
	SENIOR V.P.				52.5	40.5		64.5
	GROUP EXEC.	47.8	12.0	59.8		30.8		47.8
	VICE PRESIDENT				47.3	34.0	43.0	52.0
	MANAGER				42.6	31.5	41.1	50.6
	ASST. V.P./DIR	34.9	0.0	34.9		29.3	38.3	47.2
	ASST. V.P./DIR	34.4	4.5	38.9				
	MANAGER				32.1	31.2	41.5	52.0
	VICE PRESIDENT	29.1	0.0	29.1		31.8	40.4	49.0
	NO IN POSITION: 70							
$ 72.8	WEIGHTED GROUP AVG:	$ 37.6	$ 2.9	$ 40.5	$ 36.1			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	CEO/PRESIDENT	$ 79.0	$ 24.0	$103.0				
	VICE PRESIDENT	65.7	16.5	82.2		$ 46.8	$ 58.4	$ 70.1
	ASST. V.P./DIR	63.7	2.3	66.0		40.3	48.4	56.5
	VICE PRESIDENT	61.1	8.8	69.9		50.3	62.9	75.5
	ASST. V.P./DIR	47.4	0.1	47.5		37.7	47.2	56.6
	GROUP EXEC.	46.5	2.0	48.5		39.0	48.7	58.5
	ASST. V.P./DIR				$ 45.0	33.8	40.6	48.6
	MANAGER				42.4	33.5	41.7	49.9
	ASST. V.P./DIR	40.2	0.0	40.2				
	GROUP EXEC.	40.0	0.0	40.0		33.5	36.7	40.0
	ASST. V.P./DIR	39.3	2.5	41.8				
	VICE PRESIDENT				38.5	33.5	39.5	45.4
	CEO/PRESIDENT	38.5	1.5	40.0				
	NO IN POSITION: 35							
	WEIGHTED GROUP AVG:	$ 54.1	$ 4.1	$ 58.2	$ 42.1			
	NO IN POSITION: 192							
$ 169.3	POSITION AVERAGE:	$ 51.9	$ 6.6	$ 58.5	$ 37.9			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 25. GROCERY MERCHANDISER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.21	.18	
Std. Error	1.19	1.25	

	BonCoBase	TC	Nonbonus
Slope	.12800	.14628	
Y-Int	1.40264	1.41525	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
ANNUAL MEAT SALES ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$75.0	EXEC. V.P.	$ 80.1	$ 33.0	$113.1		$ 52.2	$ 69.2	$ 86.1
AND ABOVE	DIV. V.P./MGR.	68.6	6.1	74.7		51.6	64.6	77.5
	REG. V.P./MGR.	67.3	16.6	83.9		51.2	62.6	74.0
	VICE PRESIDENT	60.3	12.1	72.4		61.3	75.7	90.1
	ASST. V.P./DIR				$ 59.8	44.6	54.6	64.7
	ASST. V.P./DIR	56.4	13.4	69.8				
	VICE PRESIDENT	55.1	13.3	68.4		45.5	56.9	68.3
	ASST. V.P./DIR	52.0	2.5	54.5		41.9	55.8	69.8
	ASST. V.P./DIR	51.0	11.0	62.0		45.0	55.1	65.2
	MANAGER	47.8	0.0	47.8		45.0	47.5	52.0
	VICE PRESIDENT	43.1	0.0	43.1		39.3	49.0	58.8
	ASST. V.P./DIR	41.0	1.5	42.5		39.5	50.1	60.7
	VICE PRESIDENT	40.0	0.0	40.0				40.0
	VICE PRESIDENT	39.5	3.4	42.9		33.5	39.5	45.4
	VICE PRESIDENT	38.5	30.1	68.6				
	NO IN POSITION: 28							
$ 179.5	WEIGHTED GROUP AVG:	$ 52.3	$ 12.1	$ 64.4	$ 59.8			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$74.9	VICE PRESIDENT				$ 59.5	$ 34.0	$ 43.0	$ 52.0
TO	SENIOR V.P.	$ 57.0	$ 6.0	$ 63.0		36.0	48.0	60.0
$30.0	DIST.MANAGER	54.3	5.6	59.9		40.9	51.6	62.4
	ASST. V.P./DIR	51.6	5.1	56.7		44.0	51.0	58.0
	SENIOR V.P.	49.7	5.0	54.7		43.5	49.7	60.5
	ASST. V.P./DIR	47.8	8.3	56.1		36.5	45.6	54.7
	REG. V.P./MGR.				46.5	39.0	47.8	56.5
		41.5	2.9	44.4		29.6	37.1	44.6
	DIST.MANAGER	41.4	5.0	46.4				
		41.0	2.0	43.0				
	MANAGER	38.8	0.0	38.8		31.8	40.4	49.0
	GROUP EXEC.	35.1	9.0	44.1		29.7		35.1
	ASST. V.P./DIR	33.0	1.3	34.3		25.8	32.3	38.8
	NO IN POSITION: 54							
$ 45.1	WEIGHTED GROUP AVG:	$ 48.2	$ 4.8	$ 53.0	$ 49.1			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$29.9	EXEC. V.P.	$ 61.4	$ 13.0	$ 74.4				
AND BELOW	REG. V.P./MGR.	59.0	7.0	66.0		$ 41.9	$ 52.4	$ 62.9
	VICE PRESIDENT	56.3	8.8	65.1		46.7	57.7	68.6
	C.O.O.				$ 53.7			
	VICE PRESIDENT				52.6			
	MANAGER				51.1	36.3	47.3	58.2
	ASST. V.P./DIR	49.1	2.9	52.0				
					48.7	39.0	44.5	50.0
		47.0	4.6	51.6		41.2	49.7	58.2
	REG. V.P./MGR.	43.6	3.2	46.8				
	ASST. V.P./DIR	38.4	0.0	38.4		29.3	38.3	47.2
	VICE PRESIDENT	38.3	0.0	38.3				
	MANAGER	36.3	3.7	40.0		31.2		36.4
	ASST. V.P./DIR				36.2			
	ASST. V.P./DIR	35.8	3.2	39.0		35.2	43.0	51.0
	ASST. V.P./DIR	35.0	4.1	39.1				
	MANAGER				34.5	31.2	41.5	52.0
	NO IN POSITION: 79							
$ 18.4	WEIGHTED GROUP AVG:	$ 46.6	$ 4.8	$ 51.4	$ 38.7			

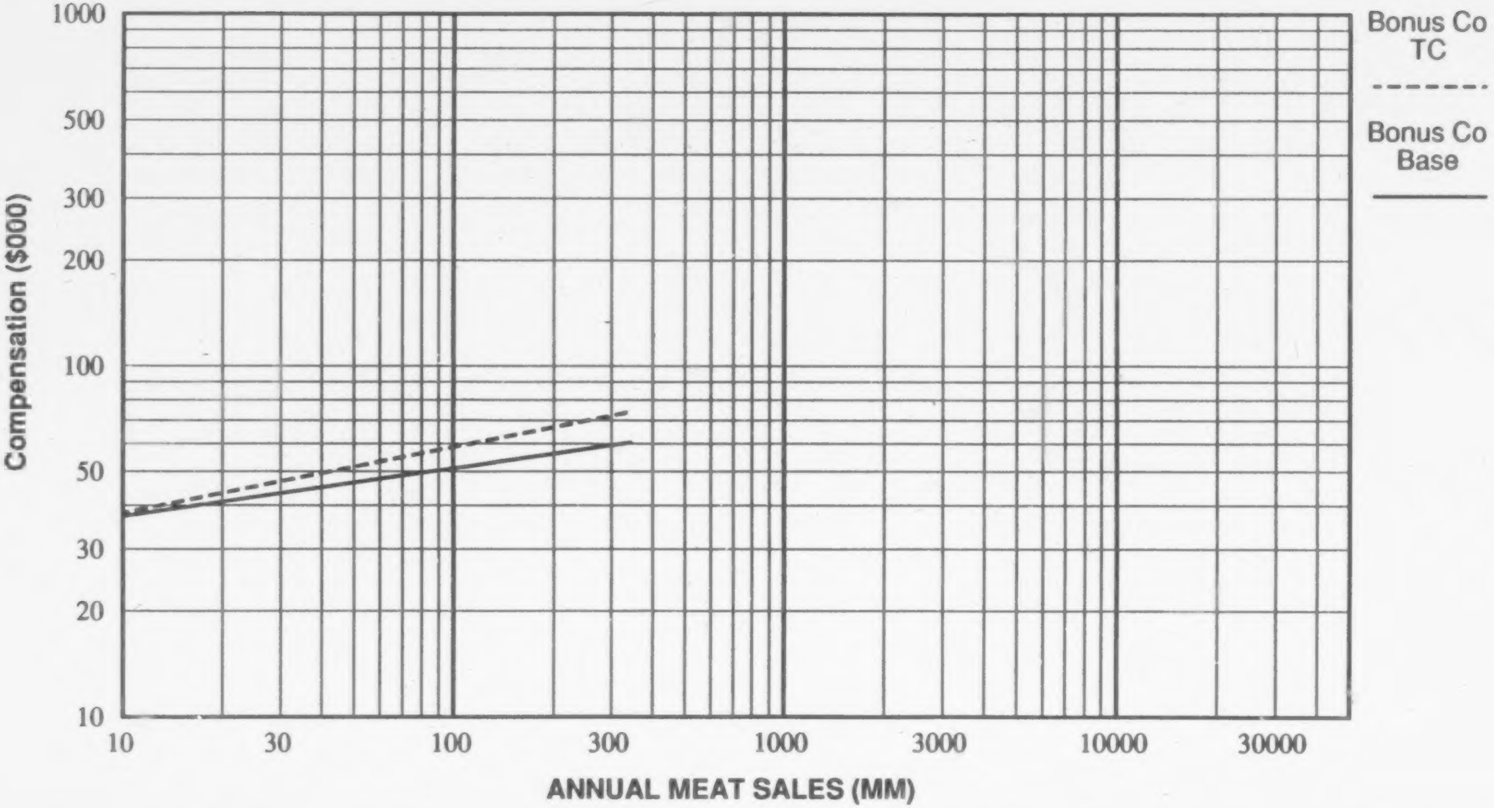
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 74.0	$ 10.4	$ 84.4		$ 55.4	$ 69.2	$ 83.0
	VICE PRESIDENT	65.0	15.0	80.0		46.8	58.4	70.1
	ASST. V.P./DIR	63.3	2.4	65.7		40.3	48.4	56.5
	VICE PRESIDENT	51.3	15.7	67.0				
	VICE PRESIDENT				$ 49.8			
	VICE PRESIDENT				48.5	41.6	49.9	59.8
	ASST. V.P./DIR	45.8	0.1	45.9		37.7	47.2	56.6
	DIST.MANAGER	44.6	15.1	59.7		38.7	48.4	58.1
	VICE PRESIDENT				41.5	33.5	39.5	45.4
	GROUP EXEC.	40.8	1.5	42.3				
	MANAGER				40.3	33.5	41.7	49.9
	GROUP EXEC.	40.0	0.0	40.0		29.1	34.5	40.0
	GROUP EXEC.	32.8	2.2	35.0				
	NO IN POSITION:	44						
	WEIGHTED GROUP AVG:	$ 48.3	$ 5.3	$ 53.6	$ 41.9			
	NO IN POSITION:	205						
$ 55.4	POSITION AVERAGE:	$ 48.5	$ 6.2	$ 54.7	$ 40.9			

FOOD MARKETING INSTITUTE

1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 26. MEAT MERCHANDISER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.27	.45	
Std. Error	1.21	1.20	

	BonCoBase	TC	Nonbonus
Slope	.13709	.18887	
Y-Int	1.43331	1.38945	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0 AND ABOVE	DIV. V.P./MGR.	$ 66.4	$ 6.1	$ 72.5		$ 51.6	$ 64.5	$ 77.5
	REG. V.P./MGR.	64.3	15.4	79.7		51.2	62.6	74.0
	EXEC. V.P.	60.5	14.9	75.4		52.2	69.2	86.1
	ASST. V.P./DIR	57.4	14.0	71.4				
	VICE PRESIDENT	56.5	11.3	67.8		61.3	75.7	90.1
	ASST. V.P./DIR	55.4	5.5	60.9		41.9	55.8	69.8
	ASST. V.P./DIR	52.5	13.1	65.6		45.0	55.1	65.2
	VICE PRESIDENT	50.5	12.1	62.6		40.6	50.7	60.8
	VICE PRESIDENT	42.3	0.0	42.3		36.3	45.5	54.5
	MANAGER	41.0	0.0	41.0		35.0	40.0	45.0
	VICE PRESIDENT	40.0	0.0	40.0				40.0
	VICE PRESIDENT	37.5	24.0	61.5				
	NO IN POSITION:	24						
$ 102.4	WEIGHTED GROUP AVG:	$ 51.8	$ 10.4	$ 62.2				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$49.9	DIST.MANAGER	$ 54.5	$ 5.9	$ 60.4		$ 40.9	$ 51.6	$ 62.4
TO		53.5	8.0	61.5		42.8	52.2	61.7
$15.0	SENIOR V.P.	51.0	4.0	55.0		36.0	48.0	60.0
	VICE PRESIDENT	50.5	9.8	60.3		46.7	57.7	68.6
	VICE PRESIDENT				$ 48.9	34.0	43.0	52.0
	ASST. V.P./DIR	48.9	4.5	53.4		44.0	51.0	58.0
	ASST. V.P./DIR	47.8	8.6	56.4		36.5	45.6	54.7
					47.5	39.0	44.5	50.0
	REG. V.P./MGR.	47.0	4.7	51.7		39.2	49.0	58.8
	REG. V.P./MGR.				47.0	39.0	47.8	56.5
	VICE PRESIDENT	45.7	2.7	48.4		33.5	39.5	45.4
	MANAGER				45.3	31.5	41.1	50.6
		42.6	3.0	45.6		29.6	37.1	44.6
	SENIOR V.P.	39.2	3.0	42.2		33.3	39.2	47.9
		36.5	2.0	38.5				
	ASST. V.P./DIR				36.2			
	GROUP EXEC.	35.1	9.0	44.1		28.7		35.1
	MANAGER	34.6	0.0	34.6		31.8	40.4	49.0
	ASST. V.P./DIR	32.1	4.2	36.3				
	NO IN POSITION: 71							
$ 30.2	WEIGHTED GROUP AVG:	$ 48.3	$ 5.7	$ 54.0	$ 45.5			

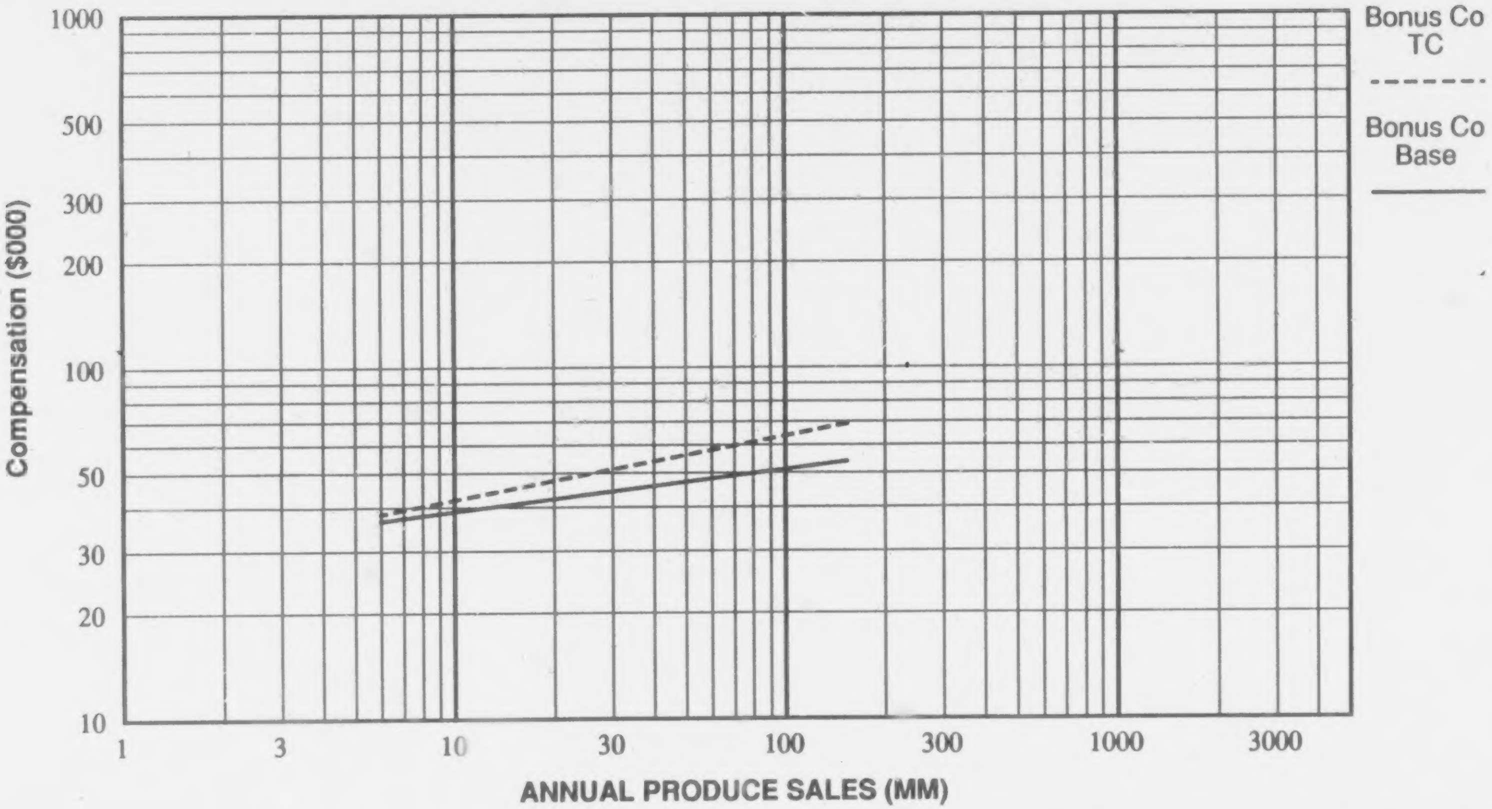
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$14.9 AND BELOW	EXEC. V.P.	$ 54.6	$ 13.2	$ 67.8				
	VICE PRESIDENT				$ 51.5			
	C.O.O.				46.9			
	VICE PRESIDENT	42.4	0.0	42.4				
	REG. V.P./MGR.	41.4	2.8	44.2				
	DIST.MANAGER	41.2	4.9	46.1				
	ASST. V.P./DIR	39.3	3.2	42.5		$ 35.2	$ 43.0	$ 51.0
	MANAGER	38.0	5.3	43.3		27.3		38.0
	ASST. V.P./DIR	35.1	1.3	36.4				
	MANAGER				35.0	31.2	41.5	52.0
	ASST. V.P./DIR	34.8	0.0	34.8		29.3	38.3	47.2
	GROUP EXEC.	33.8	2.1	35.9				
	NO IN POSITION:	51						
$ 9.3	WEIGHTED GROUP AVG:	$ 39.8	$ 2.8	$ 42.6	$ 36.3			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 72.5	$ 0.0	$ 72.5		$ 55.4	$ 69.2	$ 83.0
	VICE PRESIDENT	63.8	15.1	78.9		46.8	58.4	70.1
	ASST. V.P./DIR	63.7	2.3	66.0		40.3	48.4	56.5
	VICE PRESIDENT				$ 49.2			
	VICE PRESIDENT				47.5	33.8	40.0	48.6
	DIST.MANAGER	47.4	16.1	63.5		38.7	48.4	58.1
	VICE PRESIDENT	46.5	14.0	60.5				
	ASST. V.P./DIR	45.0	0.0	45.0				
	ASST. V.P./DIR	40.9	0.0	40.9		37.7	47.2	56.6
	GROUP EXEC.	40.2	1.2	41.4				
	MANAGER				38.0	33.5	41.7	49.9
	GROUP EXEC.	37.5	0.0	37.5		35.0	36.2	37.5
	ASST. V.P./DIR	30.8	1.1	31.9		25.8	32.3	38.8
	GROUP EXEC.	24.5	1.6	26.1				
	NO IN POSITION: 52							
	WEIGHTED GROUP AVG:	$ 44.2	$ 3.9	$ 48.1	$ 40.1			
	NO IN POSITION: 198							
$ 34.8	POSITION AVERAGE:	$ 46.1	$ 5.4	$ 51.5	$ 40.0			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 27. PRODUCE MERCHANDISER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.32	.52	
Std. Error	1.18	1.18	

	BonCoBase	TC	Nonbonus
Slope	.11970	.18164	
Y-Int	1.47053	1.44176	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 28 - FROZEN FOODS MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNL FROZEN FOOD SLS ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$250.0 AND BELOW	MANAGER	$ 65.5	$ 0.0	$ 65.5		$ 60.0	$ 65.0	$ 70.0
	GROUP EXEC.	60.3	30.0	90.3				
	VICE PRESIDENT	54.0	7.3	61.3		41.9	52.4	62.9
	VICE PRESIDENT	47.0	6.8	53.8		43.8	53.6	63.4
	MANAGER				$ 45.6	31.5	41.1	50.6
	GROUP EXEC.	30.6	10.0	40.6		26.5		30.6
	NO IN POSITION: 9							
$ 89.0	WEIGHTED GROUP AVG:	$ 51.5	$ 10.8	$ 62.3	$ 45.6			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 57.2	$ 18.7	$ 75.9		$ 36.2	$ 48.0	$ 59.8
	VICE PRESIDENT	56.8	14.0	70.8		50.3	62.9	75.5
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:	$ 57.0	$ 16.4	$ 73.4				
	NO IN POSITION: 11							
$ 89.0	POSITION AVERAGE:	$ 53.1	$ 12.4	$ 65.5	$ 45.6			

NOTE: Insufficient data for trendline

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 29 - DAIRY MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DAIRY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$655.0	ASST. V.P./DIR	$ 52.6	$ 19.6	$ 72.2		$ 36.2	$ 48.0	$ 59.8
AND BELOW	VICE PRESIDENT	48.9	8.3	57.2		46.7	57.7	68.6
					$ 43.0	39.0	44.5	50.0
	MANAGER				37.9	31.5	41.1	50.6
	ASST. V.P./DIR	36.5	1.4	37.9		25.8	32.3	38.8
	MANAGER				34.0	28.4	37.8	47.3
	NO IN POSITION: 15							
$ 53.7	WEIGHTED GROUP AVG:	$ 46.0	$ 9.8	$ 55.8	$ 36.1			
NO SCOPE REPORTED	VICE PRESIDENT	$ 66.3	$ 16.4	$ 82.7		$ 46.8	$ 58.4	$ 70.1
	VICE PRESIDENT	47.0	0.0	47.0				
	MANAGER	33.4	0.9	34.3				
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 42.7	$ 3.8	$ 46.5				
	NO IN POSITION: 20							
$ 53.7	POSITION AVERAGE:	$ 43.9	$ 6.1	$ 50.0	$ 36.1			

NOTE: Insufficient data for trendline.

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0 AND ABOVE	DIV. V.P./MGR.	$ 67.4	$ 6.2	$ 73.6		$ 51.6	$ 64.6	$ 77.5
	VICE PRESIDENT	59.8	17.0	76.8		45.5	56.9	68.3
	BOARD OF DIR.	58.0	13.9	71.9		48.8	59.6	70.4
	VICE PRESIDENT	43.5	6.5	50.0		43.8	53.6	63.4
		39.4	2.8	42.2		29.6	37.1	44.6
	ASST. V.P./DIR	33.4	4.1	37.5				
	NO IN POSITION:	11						
$ 118.4	WEIGHTED GROUP AVG:	$ 56.3	$ 8.8	$ 65.1				

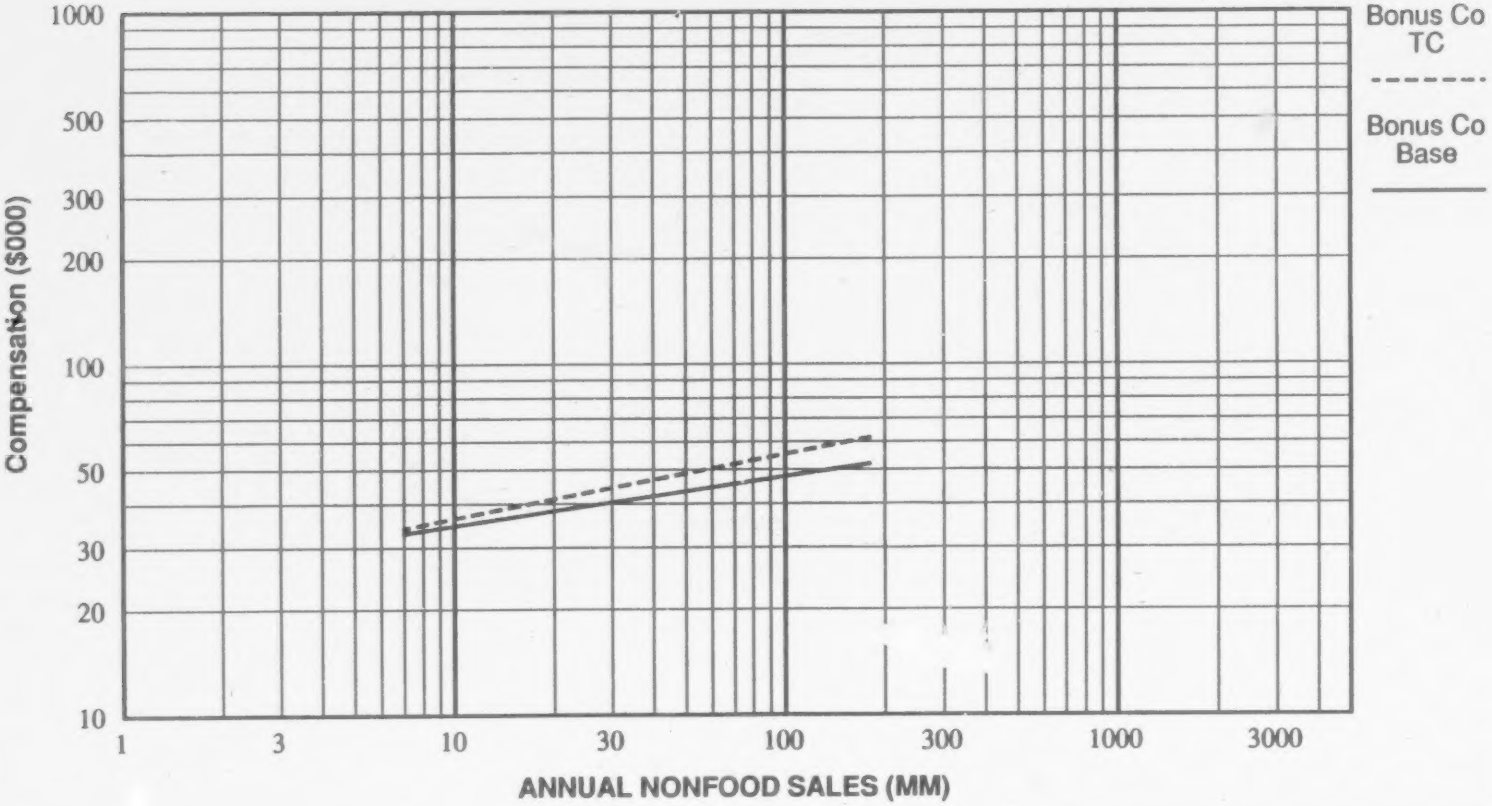
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$49.9 AND BELOW	DIST.MANAGER	$ 50.0	$ 5.6	$ 55.6		$ 40.9	$ 51.6	$ 62.4
	VICE PRESIDENT	46.6	0.0	46.6		36.3	45.5	54.5
	MANAGER	44.2	6.6	50.8		22.1		27.3
		43.1	6.2	49.3		40.3	49.0	57.8
		42.0	2.0	44.0				
		41.6	1.5	43.1				
	MANAGER				$ 38.6	31.5	41.1	50.6
	VICE PRESIDENT	37.0	4.5	41.5		33.5	39.5	45.4
	VICE PRESIDENT				36.0	34.0	43.0	52.0
	MANAGER	33.9	0.0	33.9		31.8	40.4	49.0
	GROUP EXEC.	33.2	7.8	41.0		26.5		33.2
	MANAGER				32.6	31.2	41.5	52.0
	ASST. V.P./DIR				32.3			
	ASST. V.P./DIR	29.9	1.9	31.8				
	REG. V.P./MGR.				20.6			
	NO IN POSITION: 60							
$ 21.1	WEIGHTED GROUP AVG:	$ 44.7	$ 4.6	$ 49.3	$ 34.5			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 75.0	$ 1.8	$ 76.8		$ 55.4	$ 69.2	$ 83.0
	VICE PRESIDENT	65.8	19.7	85.5				
	ASST. V.P./DIR	53.0	5.2	58.2		41.9	55.8	69.8
	ASST. V.P./DIR	45.9	0.0	45.9		37.7	47.2	56.6
	C.O.O.				$ 45.2			
	MANAGER	44.2	0.0	44.2		35.0	40.0	45.0
	VICE PRESIDENT				44.2	33.8	40.6	48.6
	VICE PRESIDENT				39.8			
	MANAGER	38.2	1.0	39.2		26.7	33.3	40.0
	DIST.MANAGER	38.0	4.0	42.0				
	ASST. V.P./DIR	33.7	0.0	33.7		29.3	38.3	47.2
	VICE PRESIDENT	33.2	17.5	50.7				
	MANAGER				30.3	25.5	31.7	38.0
	C.O.O.	30.2	3.0	33.2				
	DIST.MANAGER	28.5	5.7	34.2		22.9	28.7	34.4
	ASST. V.P./DIR	26.4	0.0	26.4				
	NO IN POSITION:	80						
	WEIGHTED GROUP AVG:	$ 40.5	$ 3.5	$ 44.0	$ 31.2			
	NO IN POSITION:	151						
$ 36.1	POSITION AVERAGE:	$ 44.3	$ 4.7	$ 49.0	$ 32.5			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 30. NONFOOD MERCHANDISER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.39	.50	
Std. Error	1.18	1.20	

	BonCoBase	TC	Nonbonus
Slope	.13698	.17864	
Y-Int	1.40693	1.38665	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$20.0	VICE PRESIDENT	$ 64.3	$ 13.9	$ 78.2		$ 46.7	$ 57.7	$ 68.6
AND ABOVE	MANAGER	62.8	0.0	62.8		55.0	60.0	65.0
	EXEC. V.P.	58.1	14.8	72.9		36.2	48.0	59.8
	SENIOR V.P.	55.0	8.0	63.0		44.0	61.0	78.0
	VICE PRESIDENT	53.7	5.9	59.6		42.5	50.0	57.5
	ASST. V.P./DIR	49.8	4.9	54.7		44.0	51.0	58.0
	REG. V.P./MGR.				$ 45.9	39.0	47.8	56.5
	ASST. V.P./DIR	44.0	10.5	54.5		45.0	55.1	65.2
	REG. V.P./MGR.	34.2	1.8	36.0				
	MANAGER	29.6	4.5	34.1		22.1		27.3
	VICE PRESIDENT	29.0	0.0	29.0				29.0
	NO IN POSITION:	20						
$ 52.6	WEIGHTED GROUP AVG:	$ 42.9	$ 4.5	$ 47.4	$ 45.9			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

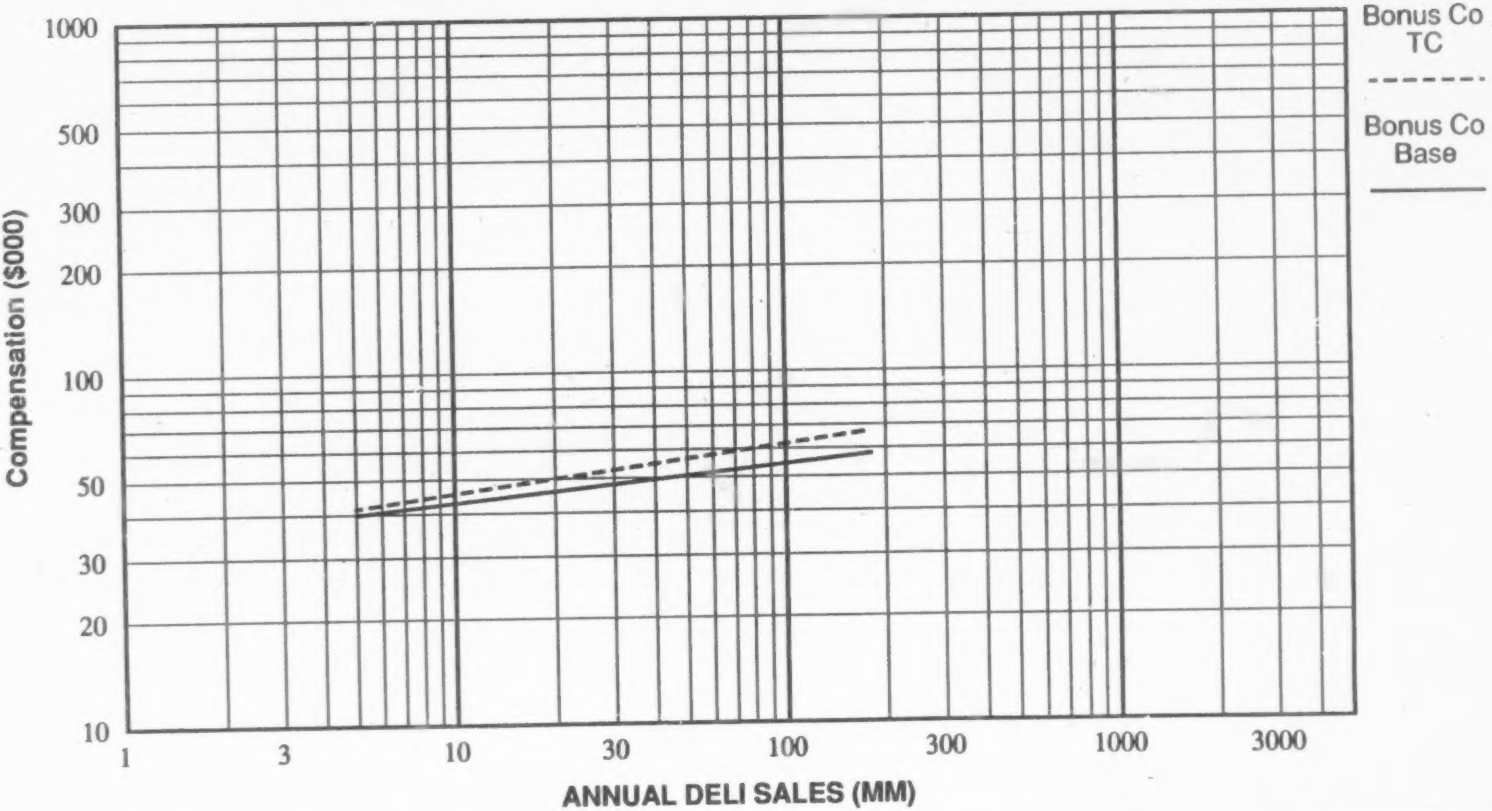
SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$19.9 AND BELOW	CEO/PRESIDENT	$ 52.1	$ 0.7	$ 52.8		$ 46.0	$ 56.0	$ 66.0
		50.1	3.9	54.0		40.9	50.0	60.9
	CEO/PRESIDENT	49.9	3.2	53.1				
	REG. V.P./MGR.	49.0	5.1	54.1		39.2	49.0	58.8
	VICE PRESIDENT	45.4	0.0	45.4		36.3	45.5	54.5
		45.1	4.5	49.6		36.6	43.8	51.1
	MANAGER				$ 43.5	33.5	43.5	53.5
	VICE PRESIDENT				42.4	34.0	43.0	52.0
	VICE PRESIDENT	39.5	0.0	39.5				
	ASST. V.P./DIR	37.5	7.7	45.2				
	ASST. V.P./DIR	36.9	0.0	36.9		39.5	50.1	60.7
	ASST. V.P./DIR				35.4			
	MANAGER	34.9	0.0	34.9		31.8	40.4	49.0
	SENIOR V.P.	31.1	3.0	34.1		29.1	31.1	34.4
	ASST. V.P./DIR	26.4	1.0	27.4		25.8	32.3	38.8
	NO IN POSITION: 36							
$ 10.7	WEIGHTED GROUP AVG:	$ 39.5	$ 2.3	$ 41.8	$ 42.7			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
NO SCOPE REPORTED	ASST. V.P./DIR	$ 63.2	$ 1.9	$ 65.1		$ 40.3	$ 48.4	$ 56.5
	ASST. V.P./DIR				$ 52.0	41.6	49.9	59.8
	VICE PRESIDENT	46.5	14.0	60.5				
	ASST. V.P./DIR	40.0	0.1	40.1		37.7	47.2	56.6
	MANAGER	36.1	1.4	37.5				
	MANAGER				35.3	33.5	41.7	49.9
		34.3	2.4	36.7		29.6	37.1	44.6
	VICE PRESIDENT				31.5			
	EXEC. V.P.				31.0			
	ASST. V.P./DIR	28.6	0.0	28.6		29.3	38.3	47.2
	GROUP EXEC.	27.5	1.8	29.3				
	C.O.O.	26.0	3.0	29.0				
	NO IN POSITION: 34							
	WEIGHTED GROUP AVG:	$ 41.1	$ 2.4	$ 43.5	$ 36.2			
	NO IN POSITION: 90							
$ 25.6	POSITION AVERAGE:	$ 40.9	$ 3.0	$ 43.9	$ 40.7			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 31. DELI MERCHANDISER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.23	.28	
Std. Error	1.21	1.24	

	BonCoBase	TC	Nonbonus
Slope	.10388	.13424	
Y-Int	1.52744	1.52365	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - SERVICE DELI MERCHANDISER

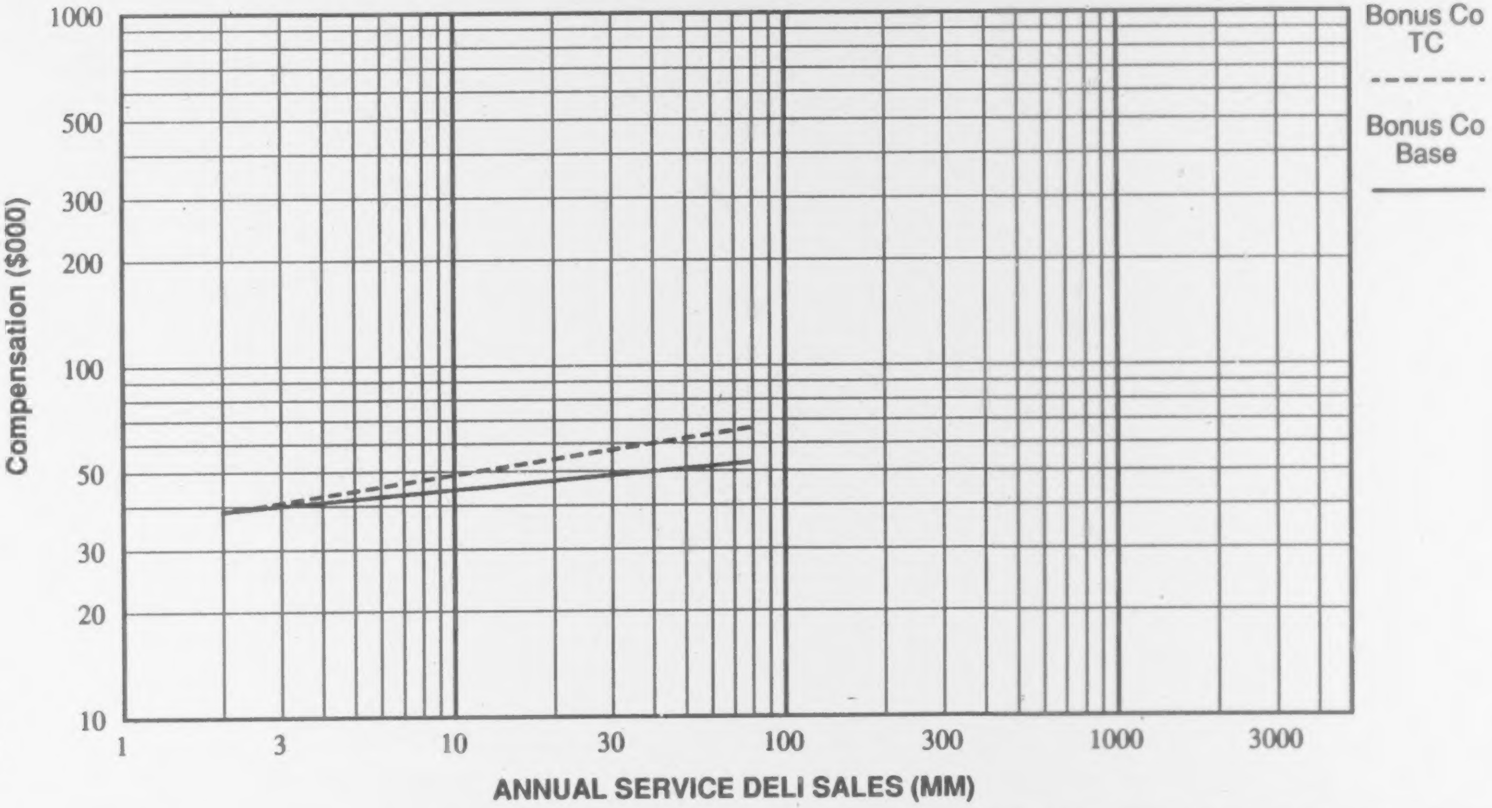
Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE NNL SERV DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$15.0	VICE PRESIDENT	$ 65.0	$ 0.0	$ 65.0		$ 51.6	$ 63.1	$ 74.6
AND ABOVE	VICE PRESIDENT	64.3	13.9	78.2		46.7	57.7	68.6
	REG. V.P./MGR.	57.7	14.0	71.7		51.2	62.6	74.0
	ASST. V.P./DIR	53.8	5.2	59.0		41.9	55.8	69.8
	ASST. V.P./DIR	45.5	4.7	50.2		39.0	47.8	56.6
	VICE PRESIDENT	42.3	22.9	65.2				
	NO IN POSITION: 12							
$ 63.4	WEIGHTED GROUP AVG:	$ 52.1	$ 13.5	$ 65.6				
$14.9					$ 55.0	$ 39.0	$ 44.5	$ 50.0
AND BELOW	C.O.O.	$ 46.8	$ 0.0	$ 46.8				
	ASST. V.P./DIR	42.8	4.3	47.1		38.0	44.5	51.0
	EXEC. V.P.	42.4	7.6	50.0				
	DIST.MANAGER	41.8	5.0	46.8				
	C.O.O.				40.1			
	VICE PRESIDENT	38.0	3.8	41.8		34.2	42.8	51.3
		38.0	3.0	41.0				
	VICE PRESIDENT				36.0	34.0	43.0	52.0
	GROUP EXEC.	26.0	10.0	36.0				
	NO IN POSITION: 17							
$ 8.6	WEIGHTED GROUP AVG:	$ 40.8	$ 4.8	$ 45.6	$ 43.7			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - SERVICE DELI MERCHANDISER

SCOPE ANNL SERV DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 55.2	$ 10.4	$ 65.6		$ 45.8	$ 57.2	$ 68.6
	ASST. V.P./DIR	49.9	1.5	51.4		40.3	48.4	56.5
	MANAGER	28.7	0.9	29.6		30.0	36.2	43.5
	NO IN POSITION: 6							
	WEIGHTED GROUP AVG:	$ 40.2	$ 2.7	$ 42.9				
	NO IN POSITION: 35							
$ 31.3	POSITION AVERAGE:	$ 44.9	$ 7.7	$ 52.6	$ 43.7			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 32. SERVICE DELI MERCHANDISER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.47	.65	
Std. Error	1.14	1.16	

	BonCoBase	TC	Nonbonus
Slope	.08487	.14661	
Y-Int	1.56222	1.54280	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - BAKERY MERCHANDISER

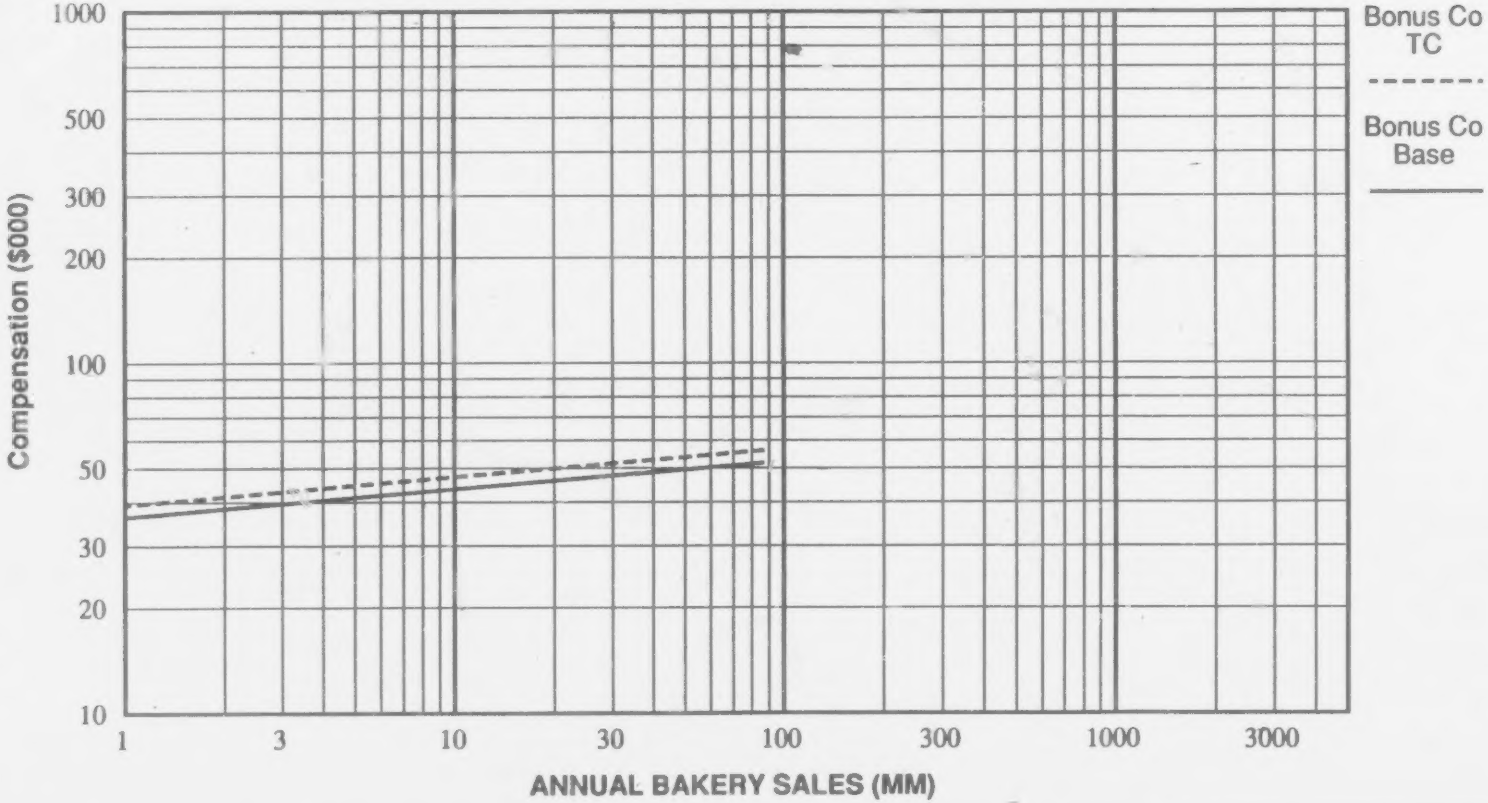
Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$10.0 AND ABOVE	EXEC. V.P.	$ 78.3	$ 32.2	$110.5		$ 52.2	$ 69.2	$ 86.1
	ASST. V.P./DIR	72.0	1.2	73.2				
	C.O.O.	63.5	13.5	77.0				
	VICE PRESIDENT	51.1	7.8	58.9		51.6	63.1	74.6
	MANAGER	49.8	6.8	56.6		45.3	55.7	65.9
	DIV. V.P./MGR.	49.1	0.0	49.1		38.0	47.6	57.1
	VICE PRESIDENT	48.6	5.9	54.5				
	REG. V.P./MGR.				$ 46.9	39.0	47.8	56.5
		46.8	1.7	48.5		46.8	58.4	70.1
	VICE PRESIDENT	45.3	4.1	49.4		33.5	39.5	45.4
		43.1	4.3	47.4		36.6	43.8	51.1
	MANAGER				43.1	31.5	41.1	50.6
	VICE PRESIDENT	40.0	3.4	43.4		32.0	40.0	48.0
	VICE PRESIDENT	39.5	23.7	63.2				
	ASST. V.P./DIR	39.4	4.0	43.4		38.0	44.5	51.0
	MANAGER	38.1	0.0	38.1		31.8	40.4	49.0
	ASST. V.P./DIR	36.2	8.1	44.3				
		30.1	2.1	32.2		29.6	37.1	44.6
	NO IN POSITION: 43							
$ 23.5	WEIGHTED GROUP AVG:	$ 44.5	$ 7.5	$ 52.0	$ 45.3			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - BAKERY MERCHANDISER

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$9.9 AND BELOW	CEO/PRESIDENT	$ 59.0	$ 3.7	$ 62.7				
	VICE PRESIDENT				$ 52.0	$ 34.0	$ 43.0	$ 52.0
	SENIOR V.P.				50.9			
	ASST. V.P./DIR	48.3	11.5	59.8		45.0	55.1	65.2
	VICE PRESIDENT	47.0	2.0	49.0				
	EXEC. V.P.	43.7	9.8	53.5				
	VICE PRESIDENT	42.5	0.0	42.5		36.3	45.5	54.5
	ASST. V.P./DIR	38.3	0.0	38.3		39.5	50.1	60.7
	EXEC. V.P.	32.5	0.0	32.5				
	MANAGER	31.2	4.6	35.8		27.3		38.0
	ASST. V.P./DIR	24.2	0.9	25.1		25.8	32.3	38.8
	NO IN POSITION:	12						
$ 5.6	WEIGHTED GROUP AVG:	$ 40.9	$ 3.3	$ 44.2	$ 51.5			
NO SCOPE REPORTED	VICE PRESIDENT	$ 51.9	$ 0.0	$ 51.9		$ 45.8	$ 57.2	$ 68.6
	ASST. V.P./DIR	49.8	0.8	50.6		37.3	44.8	52.3
	MANAGER	45.0	0.0	45.0		40.0	45.0	50.0
	ASST. V.P./DIR	41.7	0.1	41.8		37.7	47.2	56.6
	ASST. V.P./DIR	37.3	12.6	49.9		33.6	42.0	50.4
	VICE PRESIDENT				$ 36.2	33.5	39.5	45.4
	ASST. V.P./DIR				36.0			
	C.O.O.	35.1	3.5	38.6				
	GROUP EXEC.	35.0	0.0	35.0		25.0	32.5	40.0
	MANAGER	27.0	0.5	27.5				
	NO IN POSITION:	24						
	WEIGHTED GROUP AVG:	$ 38.6	$ 1.7	$ 40.3	$ 36.1			
	NO IN POSITION:	79						
$ 19.6	POSITION AVERAGE:	$ 42.1	$ 5.0	$ 47.1	$ 44.7			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 33. BAKERY MERCHANDISER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.10	.10	
Std. Error	1.29	1.30	

	BonCoBase	TC	Nonbonus
Slope	.08325	.08359	
Y-Int	1.55327	1.58771	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - GROCERY BUYER

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0 AND ABOVE	SENIOR V.P.	$ 57.0	$ 6.0	$ 63.0		$ 36.0	$ 48.0	$ 60.0
	REG. V.P./MGR.	56.8	8.3	65.1		40.9	51.6	62.4
	ASST. V.P./DIR	52.5	2.8	55.3		45.4	55.9	66.4
	VICE PRESIDENT				$ 50.0			
	VICE PRESIDENT				48.8	34.9	44.5	54.0
	MANAGER	48.7	2.8	51.5		40.0	50.0	60.0
	ASST. V.P./DIR	48.5	4.9	53.4		44.0	51.0	58.0
	MANAGER				46.6	42.6	53.2	66.5
	ASST. V.P./DIR				45.0	40.7	49.2	57.6
	MANAGER				44.4	33.5	43.5	53.8
	MANAGER	44.2	9.5	53.7		32.4	40.5	48.6
	GROUP EXEC.	44.0	8.0	52.0				
	GROUP EXEC.	42.5	5.1	47.6				
	MANAGER				40.7	37.0	46.3	57.8
	VICE PRESIDENT	40.1	0.0	40.1		33.7	42.1	50.6
	MANAGER	37.8	1.3	39.1				
	MANAGER				35.6	32.2	38.2	44.4
	MANAGER	34.9	5.3	40.2		31.2		36.4
	VICE PRESIDENT	34.2	18.9	53.1				
	VICE PRESIDENT	31.7	2.1	33.8				
	MANAGER				26.5	26.8	34.1	41.4
	NO IN POSITION: 91							
$ 267.1	WEIGHTED GROUP AVG:	$ 46.3	$ 6.7	$ 53.0	$ 40.5			

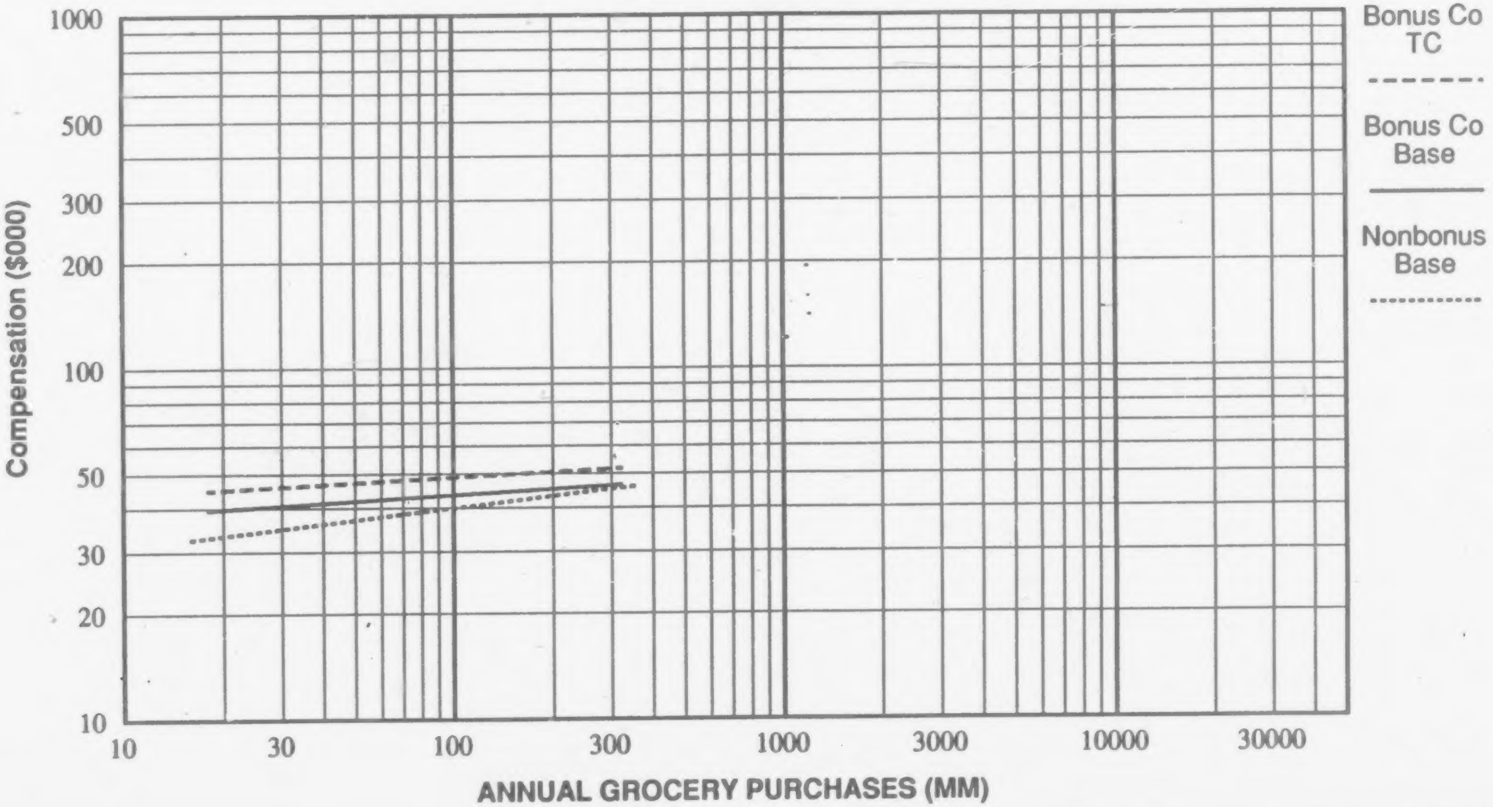
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - GROCERY BUYER

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$99.9	GROUP EXEC.	$ 51.2	$ 13.0	$ 64.2		$ 47.3		$ 51.2
AND BELOW	SENIOR V.P.	46.6	0.0	46.6				
	MANAGER	46.1	7.9	54.0		45.0	55.1	65.2
	MANAGER	46.0	6.7	52.7				
	VICE PRESIDENT	44.6	5.0	49.6		36.0	45.2	48.2
	ASST. V.P./DIR				$ 43.8	35.2	43.0	51.0
	ASST. V.P./DIR	43.3	0.0	43.3		34.9	44.5	54.1
	MANAGER	43.3	3.4	46.7		34.6	42.2	49.7
	GROUP EXEC.				42.1			
	VICE PRESIDENT	40.0	0.0	40.0				40.0
	ASST. V.P./DIR				38.0	32.6	39.8	48.5
		37.8	1.1	38.9		29.6	36.4	41.6
	ASST. V.P./DIR				36.7	27.6	34.5	41.4
	ASST. V.P./DIR	35.8	8.2	44.0				
	ASST. V.P./DIR				35.0	33.5	39.5	45.4
	MANAGER				32.8	30.6	39.7	48.9
	ASST. V.P./DIR				29.7	29.7	35.0	40.0
	ASST. V.P./DIR	29.4	1.1	30.5		25.8	32.3	38.8
					27.7	28.7	34.0	39.4
	NO IN POSITION: 132							
$ 46.7	WEIGHTED GROUP AVG:	$ 42.7	$ 3.8	$ 46.5	$ 34.4			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - GROCERY BUYER

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE	VICE PRESIDENT	$ 79.0	$ 23.7	$102.7				
REPORTED	VICE PRESIDENT	56.8	9.0	65.8		$ 42.5	$ 53.1	$ 63.8
	ASST. V.P./DIR	51.2	0.0	51.2				
	ASST. V.P./DIR				$ 48.1	36.8	45.2	53.4
	ASST. V.P./DIR	47.6	0.0	47.6		40.3	48.4	56.5
	ASST. V.P./DIR	47.5	2.7	50.2				
	MANAGER	44.1	2.1	46.2		37.4	49.8	62.3
	MANAGER	42.9	0.0	42.9		35.7	44.6	53.5
	MANAGER				41.2			
	ASST. V.P./DIR				39.6			
	MANAGER				39.2	33.5	41.7	49.9
	MANAGER	38.6	0.9	39.5		31.1	38.9	46.7
		38.2	2.7	40.9		29.6	37.1	44.6
	ASST. V.P./DIR				38.2	26.7	32.5	39.0
	ASST. V.P./DIR				36.8	26.7	32.5	39.0
	MANAGER	34.9	6.9	41.8		30.9	38.7	46.4
	DIST.MANAGER				33.3			
	DIV. V.P./MGR.	33.2	3.0	36.2		24.9	30.6	36.3
	GROUP EXEC.	31.2	2.2	33.4				
	DIV. V.P./MGR.				30.7			
	VICE PRESIDENT	30.1	1.2	31.3		28.0	34.3	40.3
	ASST. V.P./DIR	29.2	2.9	32.1		25.7	33.4	41.0
	ASST. V.P./DIR	27.5	0.0	27.5		29.3	38.3	47.2
	CEO/PRESIDENT				27.0	22.3		30.5
	NO IN POSITION: 111							
	WEIGHTED GROUP AVG:	$ 39.6	$ 2.8	$ 42.4	$ 36.1			
	NO IN POSITION: 334							
$ 136.7	POSITION AVERAGE:	$ 42.7	$ 4.3	$ 47.0	$ 36.3			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 34. GROCERY BUYER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.07	.07	.45
Std. Error	1.17	1.17	1.14

	BonCoBase	TC	Nonbonus
Slope	.05714	.04976	.11032
Y-Int	1.52464	1.58947	1.38102

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - MEAT BUYER

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$75.0	MANAGER				$ 58.8	$ 38.6	$ 50.2	$ 61.7
AND ABOVE	REG. V.P./MGR.	$ 54.4	$ 7.0	$ 61.4		40.9	51.6	62.4
	MANAGER	54.3	3.2	57.5		40.0	50.0	60.0
	MANAGER				53.3	42.6	53.3	66.5
	ASST. V.P./DIR	52.5	2.8	55.3		45.4	55.9	66.4
	ASST. V.P./DIR	50.3	5.0	55.3		44.0	51.0	58.0
	ASST. V.P./DIR				47.4	43.1	52.3	61.6
	VICE PRESIDENT				45.9	30.9		54.0
	ASST. V.P./DIR				43.4	32.6	39.8	48.5
	VICE PRESIDENT	40.0	0.0	40.0				40.0
	MANAGER	31.9	6.0	37.9		32.4	40.5	48.6
	ASST. V.P./DIR				31.5	29.7	35.0	40.0
	MANAGER	30.0	1.9	31.9				
	NO IN POSITION: 32							
$ 132.1	WEIGHTED GROUP AVG:	$ 47.3	$ 4.6	$ 51.9	$ 46.1			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - MEAT BUYER

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$74.9	GROUP EXEC.	$ 62.5	$ 12.5	$ 75.0				
AND BELOW	GROUP EXEC.	57.2	20.0	77.2		$ 47.3		$ 57.2
	VICE PRESIDENT	55.0	0.0	55.0				
	C.O.O.	50.4	3.5	53.9				
	MANAGER	50.2	7.2	57.4				
	ASST. V.P./DIR				$ 47.7			
	VICE PRESIDENT	46.8	0.0	46.8		39.3	49.0	58.8
	ASST. V.P./DIR				46.3	39.0	47.8	56.6
	MANAGER	44.8	3.6	48.4		32.0	39.2	46.4
	VICE PRESIDENT				44.2	32.4	40.5	48.6
	MANAGER	43.8	8.9	52.7		40.9	49.8	58.7
	VICE PRESIDENT	42.6	5.0	47.6		41.5	42.6	43.7
	CEO/PRESIDENT				42.5			
	ASST. V.P./DIR	41.8	0.7	42.5		34.9	44.5	54.1
					38.3	34.3	41.2	47.9
	VICE PRESIDENT	36.8	1.7	38.5				
	ASST. V.P./DIR	36.6	8.0	44.6				
	MANAGER	35.9	0.0	35.9		31.8	40.4	49.0
	VICE PRESIDENT				35.0	33.5	39.5	45.4
	ASST. V.P./DIR	34.6	1.5	36.1		25.8	32.3	38.8
	MANAGER				30.2	30.6	36.7	42.8
	NO IN POSITION:	54						
$ 38.1	WEIGHTED GROUP AVG:	$ 44.8	$ 4.5	$ 49.3	$ 34.3			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - MEAT BUYER

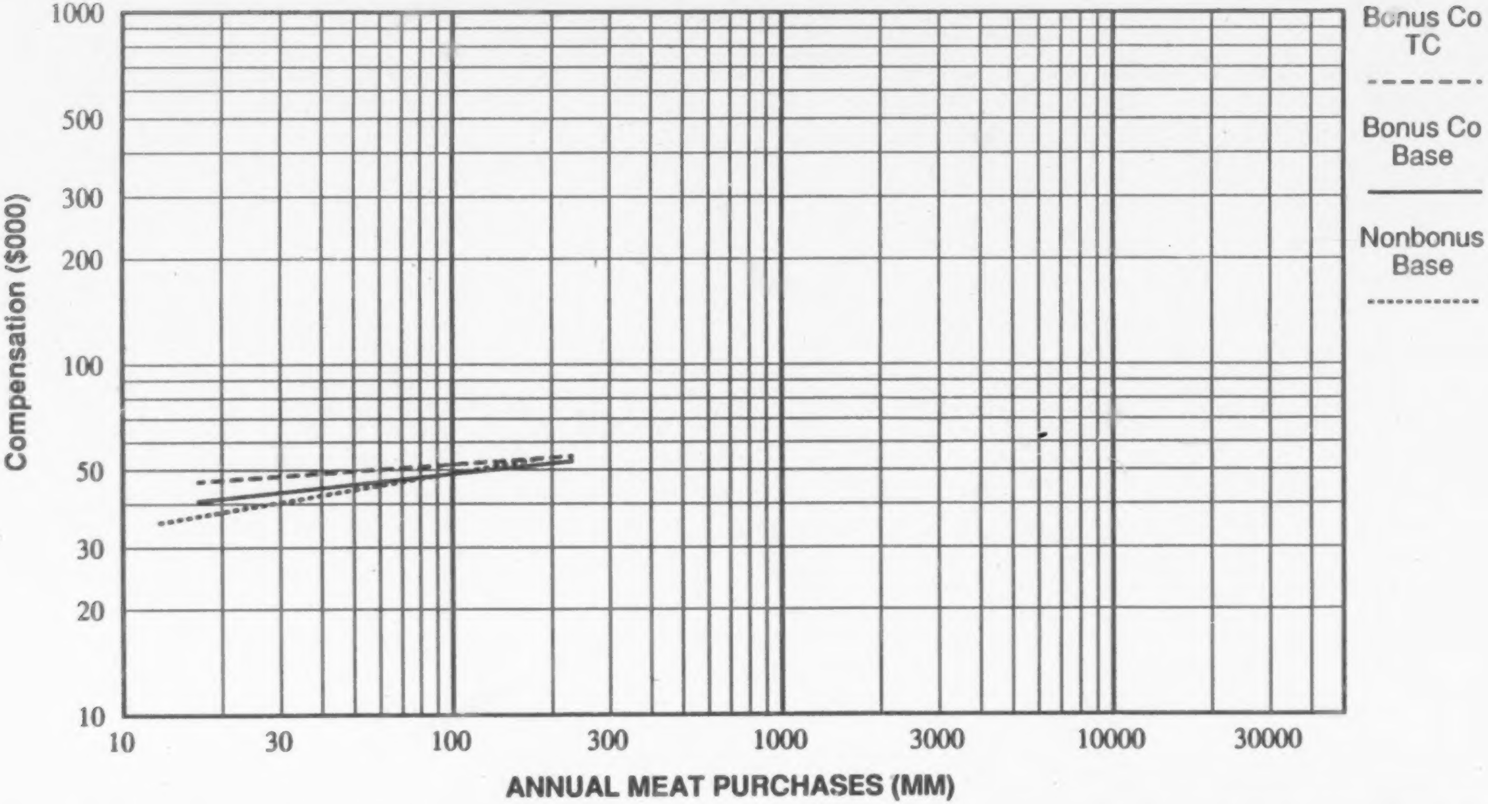
SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
NO SCOPE REPORTED	ASST. V.P./DIR	$ 61.6	$ 0.0	$ 61.6		$ 43.6	$ 54.5	$ 65.3
	ASST. V.P./DIR	54.5	0.0	54.5				
	VICE PRESIDENT	52.6	5.2	57.8		42.5	53.1	63.8
	MANAGER	48.7	2.4	51.1		37.4	49.8	62.3
	ASST. V.P./DIR	47.9	2.1	50.0				
	ASST. V.P./DIR				$ 46.0	36.8	45.2	53.4
	ASST. V.P./DIR	45.1	15.3	60.4		30.9	38.7	46.4
	VICE PRESIDENT				42.4			
	MANAGER				41.4	33.5	41.7	49.9
		41.0	2.9	43.9		33.1	40.1	48.3
	MANAGER	40.0	0.9	40.9		31.7	39.6	47.6
	ASST. V.P./DIR	39.7	6.4	46.1		30.8	40.0	49.1
	DIV. V.P./MGR.				38.0			
	ASST. V.P./DIR	37.5	0.0	37.5		29.3	38.3	47.2
	ASST. V.P./DIR	36.3	4.7	41.0		24.9	30.6	36.3
	VICE PRESIDENT	35.1	1.4	36.5		28.0	34.3	40.3
	ASST. V.P./DIR				33.3			
	MANAGER				31.6			
	GROUP EXEC.	31.5	3.5	35.0				
	VICE PRESIDENT				30.0			
	NO IN POSITION: 48							
	WEIGHTED GROUP AVG:	$ 41.3	$ 2.4	$ 43.7	$ 36.6			

	NO IN POSITION: 134				
$ 73.1	POSITION AVERAGE:	$ 44.1	$ 3.7	$ 47.8	$ 38.0

FOOD MARKETING INSTITUTE

1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 35. MEAT BUYER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.12	.04	.58
Std. Error	1.18	1.21	1.13

	BonCoBase	TC	Nonbonus
Slope	.09919	.06423	.15803
Y-Int	1.48905	1.58648	1.37301

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - PRODUCE BUYER

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0	VICE PRESIDENT				$ 56.1			
AND ABOVE	ASST. V.P./DIR	$ 52.5	$ 2.8	$ 55.3		$ 45.4	$ 55.9	$ 66.4
	ASST. V.P./DIR	52.0	5.2	57.2		44.0	51.0	58.0
	MANAGER	51.0	3.5	54.5		40.0	50.0	60.0
	MANAGER				50.3	42.6	53.3	66.5
	VICE PRESIDENT				49.3	30.9		54.0
	ASST. V.P./DIR	48.2	4.8	53.0		45.8	55.8	65.8
	VICE PRESIDENT	40.0	0.0	40.0				40.0
	MANAGER	39.5	7.7	47.2		32.4	40.5	48.6
	ASST. V.P./DIR	35.8	1.2	37.0		25.8	32.3	38.8
	NO IN POSITION: 21							
$ 84.9	WEIGHTED GROUP AVG:	$ 47.1	$ 3.4	$ 50.5	$ 52.5			

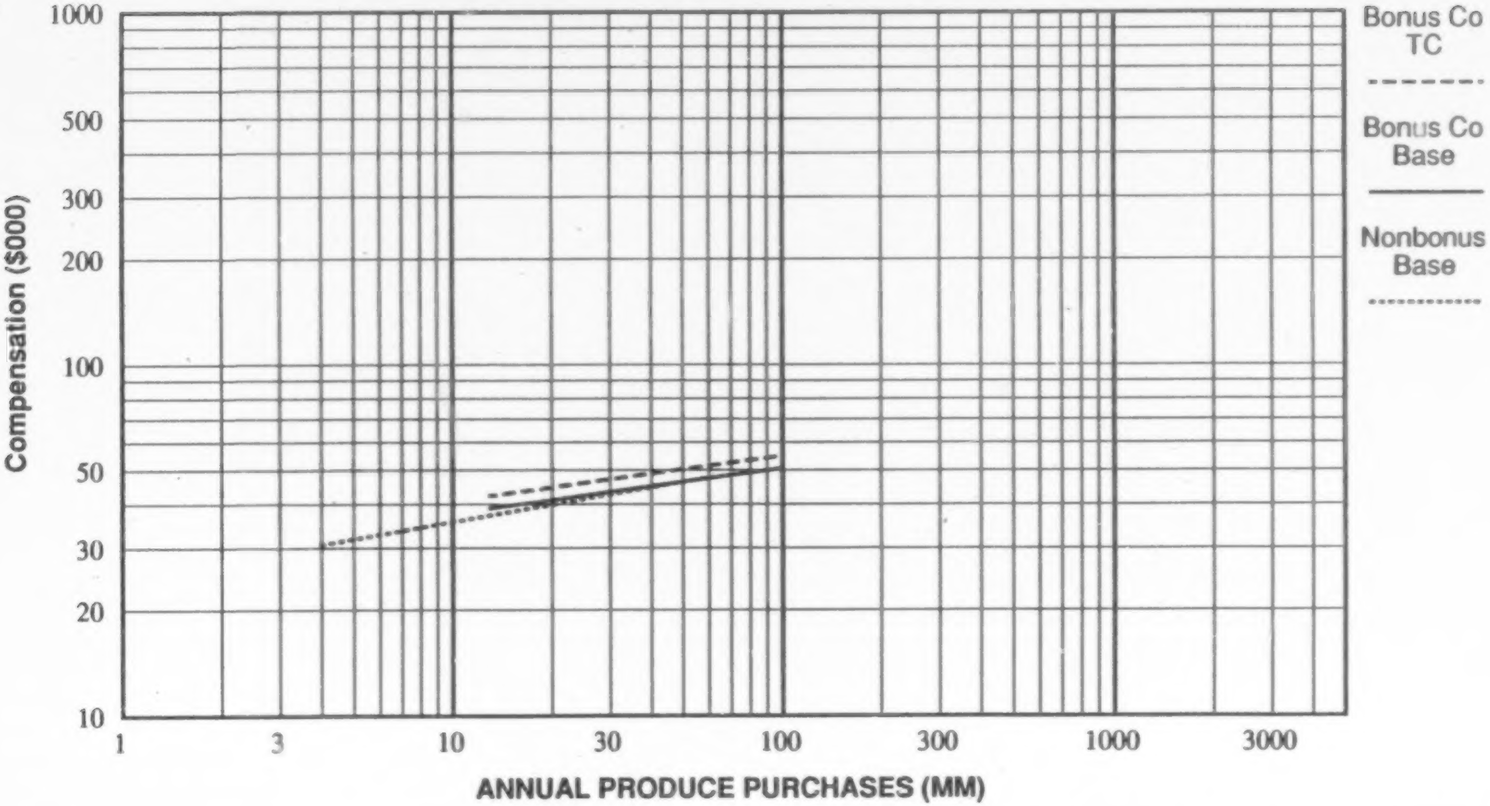
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - PRODUCE BUYER

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$49.9	MANAGER				$ 54.2	$ 38.6	$ 50.2	$ 61.7
AND BELOW	MANAGER	$ 52.2	$ 7.2	$ 59.4				
	MANAGER	52.2	10.1	62.3		42.0	51.2	60.4
	REG. V.P./MGR.	50.3	7.1	57.4		40.9	51.6	62.4
	SENIOR V.P.				47.5			
	MANAGER	46.5	3.8	50.3		30.2	37.0	43.7
	VICE PRESIDENT	43.5	0.0	43.5				
	VICE PRESIDENT	43.5	0.0	43.5		36.3	45.5	54.5
	VICE PRESIDENT	42.6	5.0	47.6		41.6	42.6	43.7
	MANAGER				42.5	37.0	46.3	57.8
	ASST. V.P./DIR	42.2	1.3	43.5		34.9	44.5	54.1
	MANAGER	41.3	2.8	44.1				
	VICE PRESIDENT	40.3	36.8	77.1				
	VICE PRESIDENT				39.8	33.5	39.5	45.4
	GROUP EXEC.	39.0	4.7	43.7				
	ASST. V.P./DIR				38.8	32.6	39.8	48.5
	ASST. V.P./DIR				35.2	24.5	30.6	36.7
	CEO/PRESIDENT				34.3			
	MANAGER	33.7	0.0	33.7		26.8	34.1	41.4
	MANAGER				32.6	26.8	37.8	48.9
	MANAGER				32.5			
	ASST. V.P./DIR				31.5	29.7	35.0	40.0
	ASST. V.P./DIR	30.7	8.0	38.7				
	ASST. V.P./DIR				30.0	24.4	30.0	35.4
	NO IN POSITION: 76							
$ 23.8	WEIGHTED GROUP AVG:	$ 44.8	$ 6.5	$ 51.3	$ 37.3			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - PRODUCE BUYER

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	ASST. V.P./DIR	$ 70.5	$ 5.0	$ 75.5		$ 47.0	$ 58.8	$ 70.6
	VICE PRESIDENT	55.2	8.2	63.4		42.5	53.1	63.8
	ASST. V.P./DIR				$ 51.6	36.8	45.2	53.4
	ASST. V.P./DIR	44.7	3.0	47.7				
	ASST. V.P./DIR	44.1	0.0	44.1				
	MANAGER	42.5	2.1	44.6		37.4	49.8	62.3
	ASST. V.P./DIR	42.1	4.2	46.3		24.9	30.6	36.3
	MANAGER				42.0	33.6	44.7	55.9
	MANAGER				41.9			
		39.0	2.7	41.7		29.6	37.1	44.6
	MANAGER	38.7	0.0	38.7		35.7	44.6	53.5
	ASST. V.P./DIR	38.4	13.0	51.4		34.5	43.2	51.8
	MANAGER				37.9	33.5	41.7	49.9
	ASST. V.P./DIR				37.1			
	MANAGER	36.5	0.9	37.4		31.7	39.6	47.6
	VICE PRESIDENT				36.0			
	DIV. V.P./MGR.				35.7			
	ASST. V.P./DIR	35.7	0.0	35.7		29.3	38.3	47.2
	VICE PRESIDENT	35.0	1.4	36.4		28.0	34.3	40.3
	ASST. V.P./DIR	33.0	3.3	36.3		25.7	33.4	41.0
	ASST. V.P./DIR				31.2	26.7	32.5	39.0
	NO IN POSITION: 70							
	WEIGHTED GROUP AVG:	$ 42.6	$ 3.4	$ 46.0	$ 40.1			
	NO IN POSITION: 167							
$ 37.0	POSITION AVERAGE:	$ 44.2	$ 4.6	$ 48.8	$ 40.2			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 36. PRODUCE BUYER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.35	.26	.49
Std. Error	1.13	1.16	1.17

	BonCoBase	TC	Nonbonus
Slope	.12829	.12615	.16303
Y-Int	1.44836	1.48756	1.38714

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - FROZEN FOODS BUYER

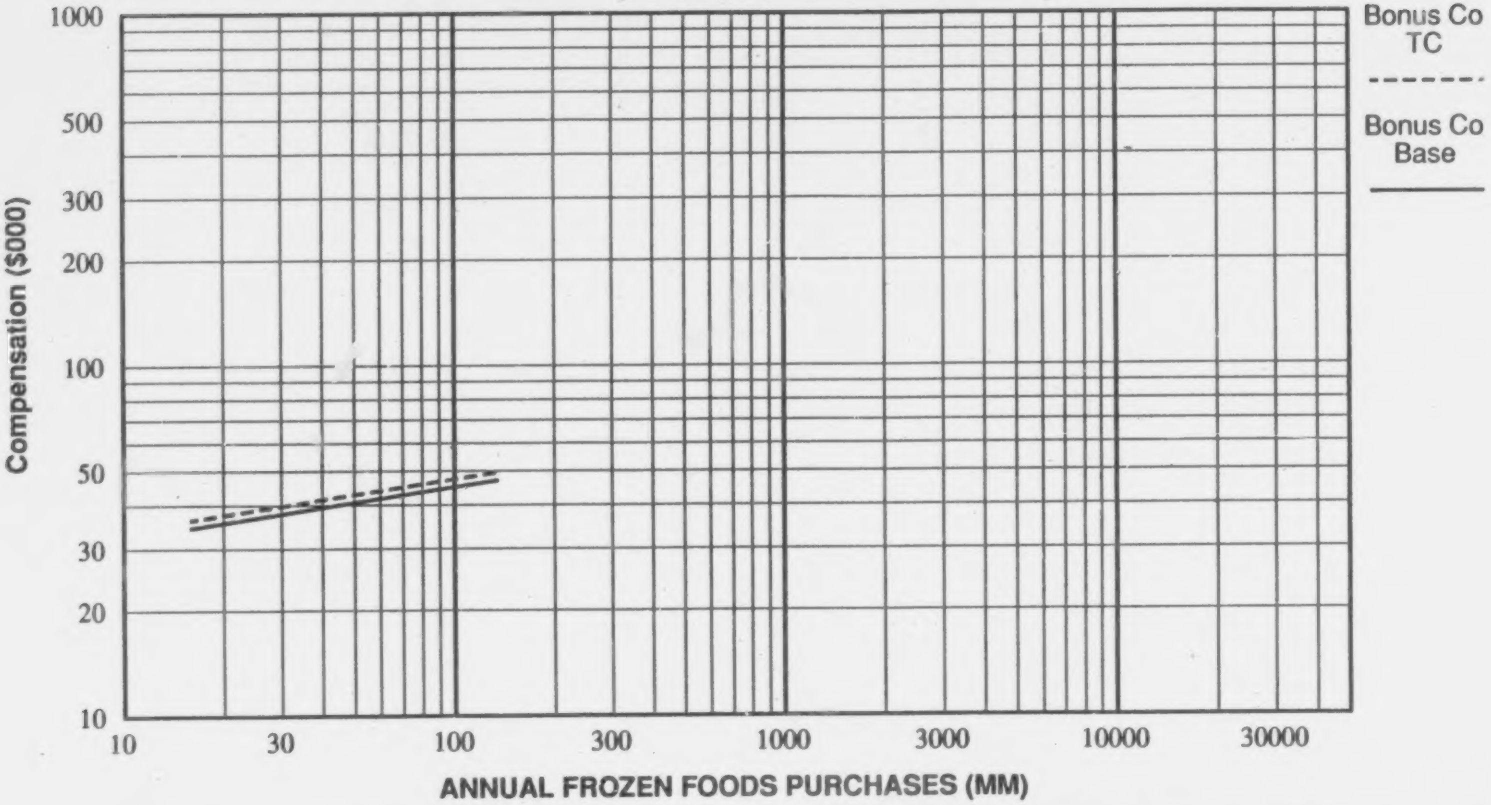
Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$225.0	MANAGER				$ 56.8	$ 38.6	$ 50.2	$ 61.7
AND BELOW	GROUP EXEC.	$ 55.2	$ 20.0	$ 75.2		47.3		55.2
	ASST. V.P./DIR	55.0	5.5	60.5		44.0	51.0	58.0
	MANAGER				53.5	34.9	44.5	54.0
	MANAGER	48.9	3.0	51.9		40.0	50.0	60.0
	MANAGER	47.2	9.6	56.8		40.9	49.8	58.7
	ASST. V.P./DIR				43.2	39.0	47.8	56.6
	SENIOR V.P.	43.0	0.0	43.0				
	GROUP EXEC.	40.6	4.9	45.5				
	VICE PRESIDENT	38.5	0.0	38.5				
	MANAGER	38.0	2.5	40.5				
	MANAGER	36.5	1.1	37.6		32.4	40.5	48.6
	ASST. V.P./DIR	35.8	8.2	44.0				
	VICE PRESIDENT	33.7	15.7	49.4				
	ASST. V.P./DIR				31.5	33.5	39.5	45.4
		24.2	0.9	25.1		25.8	32.3	38.8
	ASST. V.P./DIR				20.0	17.8	22.2	26.6
	NO IN POSITION: 19							
$ 78.8	WEIGHTED GROUP AVG:	$ 42.0	$ 5.7	$ 47.7	$ 43.6			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - FROZEN FOODS BUYER

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
NO SCOPE	VICF PRESIDENT	$ 73.8	$ 7.0	$ 80.8		$ 51.7	$ 64.7	$ 77.6
REPORTED	VICE PRESIDENT	66.3	17.0	83.3		42.5	53.1	63.8
	ASST. V.P./DIR				$ 48.9	36.8	45.2	53.4
	MANAGER				46.8			
	ASST. V.P./DIR				45.2	26.7	32.5	39.0
	ASST. V.P./DIR	43.2	0.0	43.2				
	VICE PRESIDENT	40.0	0.0	40.0				
	ASST. V.P./DIR				39.5			
	DIV. V.P./MGR.				38.9			
	ASST. V.P./DIR	37.1	2.3	39.4				
	MANAGER	37.0	0.9	37.9		30.2	37.7	45.3
	DIV. V.P./MGR.	32.1	3.7	35.8		21.8	25.8	29.9
	GROUP EXEC.	30.0	2.2	32.2				
	NO IN POSITION:	13						
	WEIGHTED GROUP AVG:	$ 44.9	$ 4.2	$ 49.1	$ 43.9			
	NO IN POSITION:	32						
$ 78.8	POSITION AVERAGE:	$ 43.1	$ 5.1	$ 48.2	$ 43.7			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 37. FROZEN FOODS BUYER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.16	.20	
Std. Error	1.26	1.25	

	BonCoBase	TC	Nonbonus
Slope	.14328	.14403	
Y-Int	1.36586	1.38677	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - DAIRY BUYER

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DAIRY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$450.0 AND BELOW	MANAGER	$ 49.8	$ 3.3	$ 53.1		$ 40.0	$ 50.0	$ 60.0
	ASST. V.P./DIR				$ 43.2	39.0	47.8	56.6
	GROUP EXEC.	40.6	4.9	45.5				
	MANAGER	38.5	7.4	45.9		32.4	40.5	48.6
	ASST. V.P./DIR				35.8	33.5	39.5	45.4
	ASST. V.P./DIR	33.0	1.2	34.2		25.8	32.3	38.8
	ASST. V.P./DIR				29.3	24.5	30.6	36.7
	VICE PRESIDENT	23.3	0.0	23.3				
	NO IN POSITION: 8							
$ 89.8	WEIGHTED GROUP AVG:	$ 37.0	$ 3.4	$ 40.4	$ 36.1			
NO SCOPE REPORTED	VICE PRESIDENT	$ 48.8	$ 8.8	$ 57.6		$ 42.5	$ 53.1	$ 63.8
	ASST. V.P./DIR	44.9	0.0	44.9				
	VICE PRESIDENT	41.2	4.8	46.0		27.2	35.1	43.0
	ASST. V.P./DIR				$ 40.4			
	VICE PRESIDENT	40.0	0.0	40.0				
	DIV. V.P./MGR.				33.0			
	MANAGER	27.3	0.0	27.3		29.5	36.9	44.3
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$ 41.8	$ 3.8	$ 45.6	$ 36.7			
	NO IN POSITION: 16							
$ 89.8	POSITION AVERAGE:	$ 39.7	$ 3.5	$ 43.2	$ 36.3			

NOTE: Insufficient data for trendline

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - NONFOOD BUYER

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL NONFOOD PURCH ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$50.0	REG. V.P./MGR.	$ 59.2	$ 8.5	$ 67.7		$ 40.9	$ 51.6	$ 62.4
AND ABOVE	ASST. V.P./DIR	52.5	2.8	55.3		45.4	55.9	66.4
	ASST. V.P./DIR	51.3	7.4	58.7				
	MANAGER	50.1	2.5	52.6		40.0	50.0	60.0
	MANAGER				$ 49.0	30.9		54.0
	VICE PRESIDENT	48.9	0.0	48.9		39.3	49.0	58.8
	VICE PRESIDENT	48.2	3.4	51.6		35.7	43.7	51.7
	ASST. V.P./DIR	43.4	4.3	47.7		44.0	51.0	58.0
	VICE PRESIDENT	42.4	5.0	47.4		41.5	42.4	43.3
	VICE PRESIDENT	40.0	0.0	40.0				
	MANAGER	36.0	5.8	41.8				
	MANAGER				25.7	26.8	34.1	41.4
	NO IN POSITION: 49							
$ 64.3	WEIGHTED GROUP AVG:	$ 49.6	$ 5.1	$ 54.7	$ 44.3			

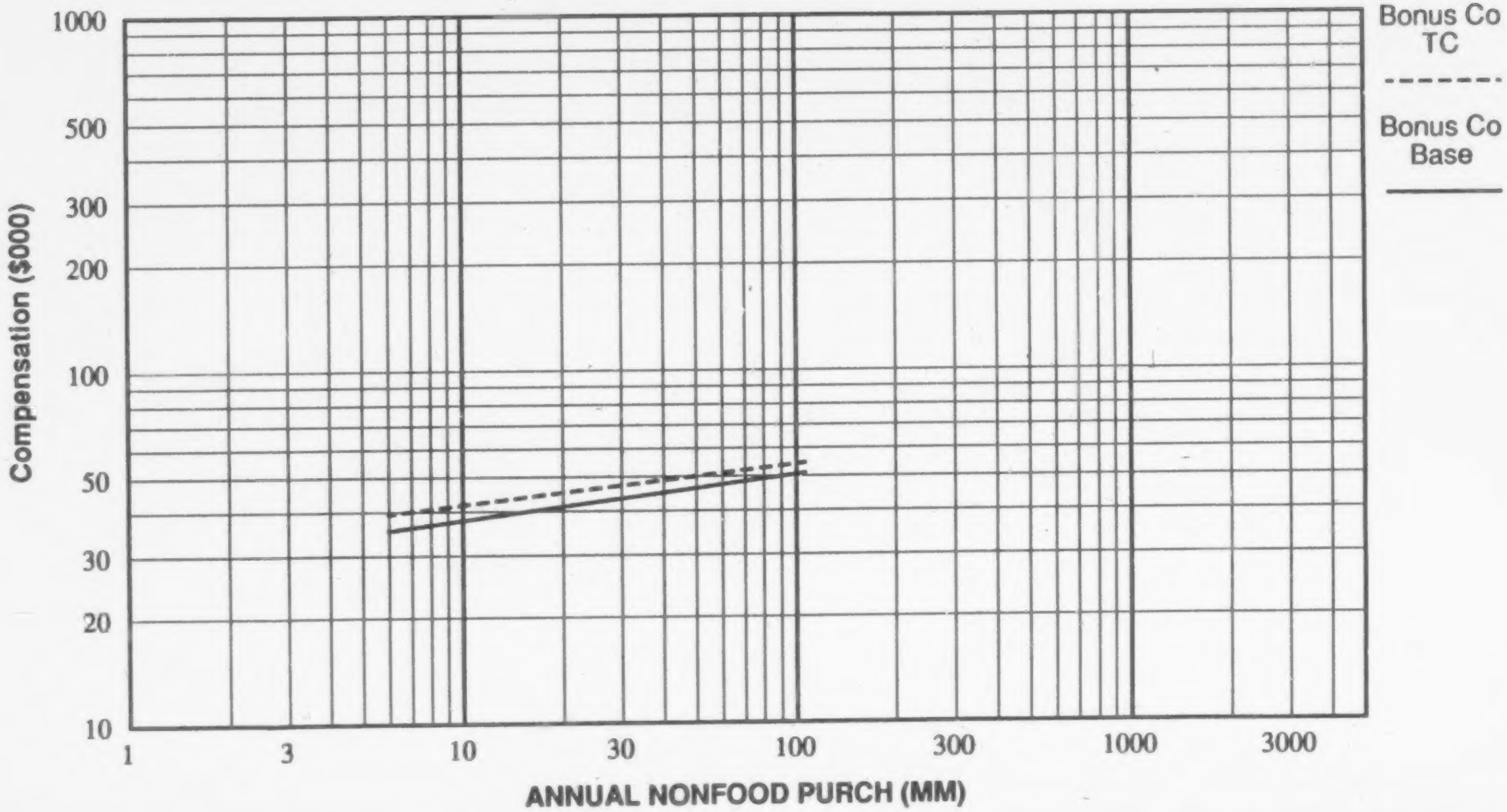
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - NONFOOD BUYER

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$49.9	VICE PRESIDENT				$ 42.4	$ 24.5	$ 30.6	$ 36.7
AND BELOW	ASST. V.P./DIR				41.1	34.9	44.5	54.1
	ASST. V.P./DIR				40.5	35.2	43.0	51.0
	GROUP EXEC.	$ 39.8	$ 4.8	$ 44.6				
	MANAGER	39.1	7.2	46.3		32.4	40.5	48.6
	GROUP EXEC.				37.2			
	ASST. V.P./DIR	35.8	8.2	44.0				
		35.1	0.6	35.7				
	VICE PRESIDENT	33.2	2.8	36.0				
	CEO/PRESIDENT				25.8			
	NO IN POSITION: 16							
$ 16.9	WEIGHTED GROUP AVG:	$ 37.4	$ 5.4	$ 42.8	$ 37.9			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - NONFOOD BUYER

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 52.5	$ 9.2	$ 61.7		$ 42.5	$ 53.1	$ 63.8
	MANAGER				$ 52.2	36.3	47.3	58.2
	ASST. V.P./DIR	50.8	2.5	53.3				
	ASST. V.P./DIR	47.4	0.0	47.4				
	MANAGER	43.3	2.1	45.4		37.4	49.8	62.3
	VICE PRESIDENT	42.9	10.3	53.2				
	ASST. V.P./DIR				39.7			
	DIV. V.P./MGR.				38.9			
	MANAGER				37.6	33.5	41.7	49.9
	MANAGER	36.7	0.8	37.5		34.3	42.9	51.7
	ASST. V.P./DIR	36.3	7.2	43.5		29.5	36.9	44.3
	ASST. V.P./DIR				33.3	26.7	32.5	39.0
	ASST. V.P./DIR	33.3	4.4	37.7		24.9	30.6	36.3
	MANAGER				32.1			
	ASST. V.P./DIR	29.0	0.0	29.0		29.3	38.3	47.2
	VICE PRESIDENT				22.1	21.8		22.4
	NO IN POSITION: 57							
	WEIGHTED GROUP AVG:	$ 42.6	$ 3.8	$ 46.4	$ 39.2			
	NO IN POSITION: 122							
$ 52.6	POSITION AVERAGE:	$ 45.7	$ 4.7	$ 50.4	$ 39.7			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 39. NONFOOD BUYER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.46	.35	
Std. Error	1.13	1.15	

	BonCoBase	TC	Nonbonus
Slope	.12937	.11457	
Y-Int	1.44510	1.50355	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - DELI BUYER

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DELI PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$200.0 AND BELOW	VICE PRESIDENT	$ 61.0	$ 0.0	$ 61.0				
	MANAGER				$ 57.6	$ 34.9	$ 44.5	$ 54.0
	MANAGER	52.8	3.3	56.1		40.0	50.0	60.0
	VICE PRESIDENT	51.7	6.0	57.7				
	ASST. V.P./DIR	50.8	5.0	55.8		44.0	51.0	58.0
	VICE PRESIDENT				48.9	29.4	36.8	44.2
	MANAGER				48.1	40.7	49.2	57.6
	VICE PRESIDENT	46.3	0.0	46.3		36.3	45.5	54.5
	GROUP EXEC.	45.0	5.4	50.4				
	MANAGER	43.3	3.4	46.7		30.1	36.8	43.5
	ASST. V.P./DIR	39.5	5.0	44.5		39.5	50.1	60.7
	ASST. V.P./DIR				36.4	33.5	39.5	45.4
	VICE PRESIDENT	36.0	0.0	36.0				
	ASST. V.P./DIR				28.9	29.7	35.0	40.0
	MANAGER				23.5	26.8	34.1	41.4
	NO IN POSITION: 19							
$ 52.2	WEIGHTED GROUP AVG:	$ 47.4	$ 3.4	$ 50.8	$ 40.6			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - DELI BUYER

SCOPE ANNUAL DELI PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	ASST. V.P./DIR	$ 47.5	$ 2.8	$ 50.3				
	ASST. V.P./DIR	46.0	0.0	46.0		$ 37.3	$ 44.8	$ 52.3
	MANAGER	43.5	2.1	45.6		37.4	49.8	62.3
	MANAGER	39.5	0.9	40.4		30.1	37.6	45.1
	ASST. V.P./DIR	37.0	0.0	37.0		29.3	38.3	47.2
	MANAGER				$ 31.5	33.5	41.7	49.9
	DIV. V.P./MGR.				30.0			
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 41.9	$ 1.2	$ 43.1	$ 30.8			
	NO IN POSITION: 30							
$ 52.2	POSITION AVERAGE:	$ 45.2	$ 2.4	$ 47.6	$ 38.1			

NOTE: Insufficient data for trendline.

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - BAKERY BUYER

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL BAKERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$125.0 AND BELOW	VICE PRESIDENT	$ 62.0	$ 6.2	$ 68.2		$ 49.0	$ 58.0	$ 67.0
	GROUP EXEC.	57.2	19.0	76.2		47.3		57.2
	MANAGER				$ 47.9	36.3	47.3	58.2
	MANAGER	47.7	0.5	48.2		35.1	43.9	52.7
	VICE PRESIDENT	46.0	6.0	52.0				
	GROUP EXEC.	41.0	8.2	49.2				
	MANAGER	40.0	0.0	40.0		40.0	50.0	60.0
	VICE PRESIDENT				31.9	29.4	36.8	44.2
	NO IN POSITION: 8							
$ 29.9	WEIGHTED GROUP AVG:	$ 49.0	$ 6.6	$ 55.6	$ 39.9			
NO SCOPE REPORTED	VICE PRESIDENT				$ 47.6	$ 34.9	$ 44.5	$ 54.0
	DIV. V.P./MGR.				31.2			
	ASST. V.P./DIR	$ 27.3	$ 3.0	$ 30.3		19.3	22.3	25.3
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 27.3	$ 3.0	$ 30.3	$ 35.3			
	NO IN POSITION: 13							
$ 29.9	POSITION AVERAGE:	$ 45.9	$ 6.1	$ 52.0	$ 36.8			

NOTE: Insufficient data for trendline.

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - TOP STORE OPERATIONS EXECUTIVE

Develops and directs policies, plans and programs to achieve the profitable operation of all corporate or operating company stores. Oversees the attainment of projected sales, gross profit margins, and the control of all store expenses while maintaining proper customer service. Assures that the firm's merchandising programs are adhered to and uniformly carried out in all stores.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1500.0 AND ABOVE	C.O.O.	$225.0	$112.5	$337.5				
	C.O.O.	205.0	123.5	328.5		$158.1	$197.6	$247.0
	BOARD OF DIR.	164.0	61.1	225.1			157.9	
	C.O.O.	141.5	39.7	181.2				
	C.O.O.	140.1	117.9	258.0				
	CEO/PRESIDENT	140.0	77.8	217.8		112.9	141.1	169.3
	C.O.O.				$115.0	84.7	105.8	127.0
	CEO/PRESIDENT	102.9	104.0	206.9				
	GROUP EXEC.	96.0	47.0	143.0		107.7	139.4	170.8
	CEO/PRESIDENT	94.8	0.0	94.8				
	CEO/PRESIDENT	83.0	20.8	103.8				
	NO IN POSITION: 12							
$ 2852.0	WEIGHTED GROUP AVG:	$139.2	$ 70.5	$209.7	$115.0			

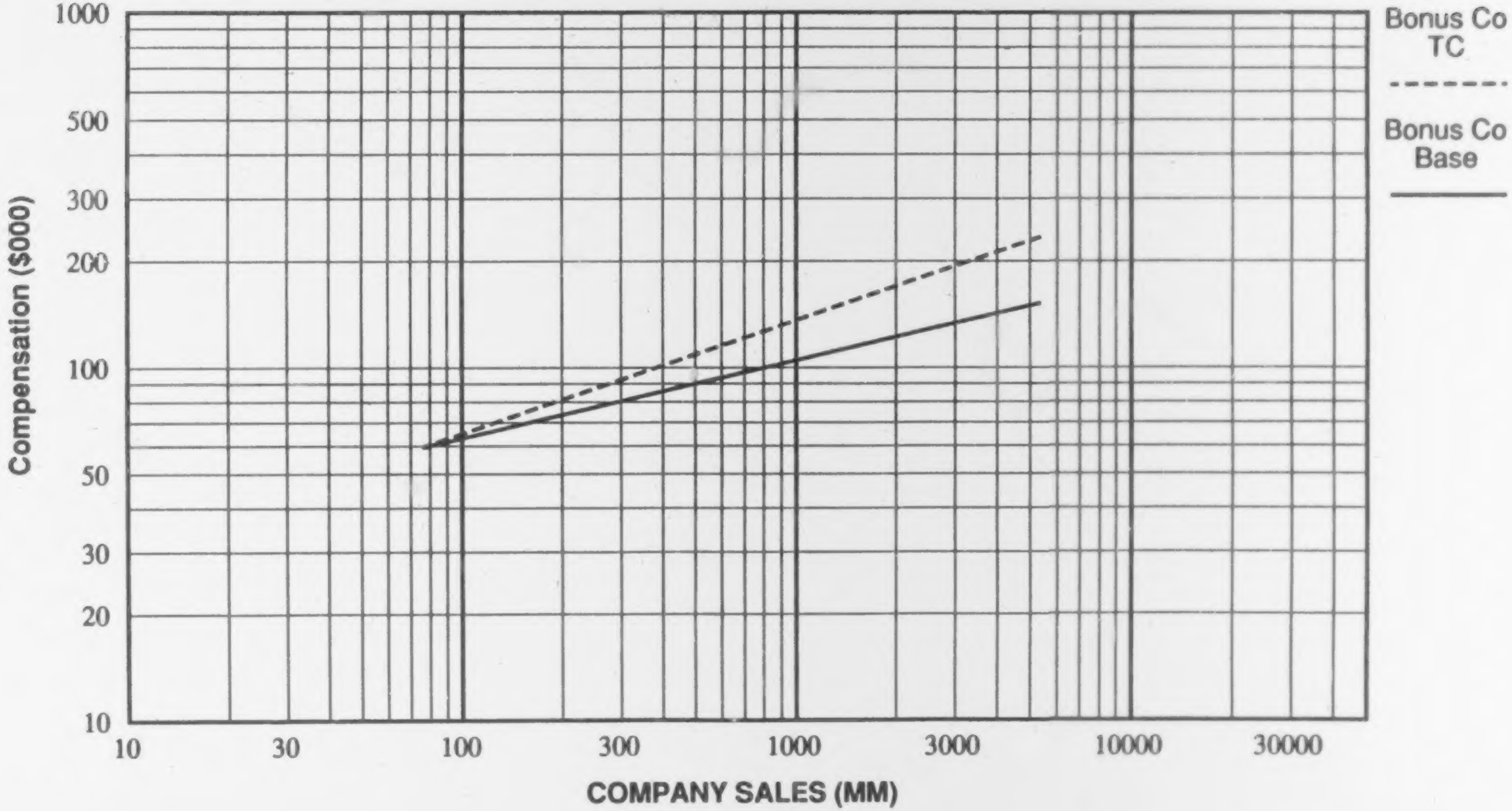
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - TOP STORE OPERATIONS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$1499.9 TO $500.0	C.O.O.				$283.4			
	CEO/PRESIDENT	$135.0	$ 0.0	$135.0				
	CEO/PRESIDENT	130.0	30.0	160.0				
	CEO/PRESIDENT	127.4	51.7	179.1		$ 94.6	$118.3	$142.0
		126.0	8.8	134.8		82.4	106.3	130.2
	EXEC. V.P.	123.0	48.1	171.1				
	CEO/PRESIDENT	120.0	23.8	143.8		101.0	126.2	151.5
	CEO/PRESIDENT	113.0	36.7	149.7		88.5	119.6	150.4
	C.O.O.	112.9	0.0	112.9		91.5	114.4	137.3
	CEO/PRESIDENT	112.0	33.6	145.6		91.4	114.2	137.1
	C.O.O.	97.0	22.0	119.0		107.7	139.4	170.8
	C.O.O.	85.0	0.0	85.0				
	C.O.O.	78.5	30.7	109.2		70.8	86.7	102.7
	SENIOR V.P.	73.7	10.3	84.0		64.6	76.0	87.4
	VICE PRESIDENT	70.0	15.0	85.0				
	SENIOR V.P.	60.3	15.1	75.4				
	CEO/PRESIDENT	53.1	4.0	57.1		40.9	50.0	60.9
	NO IN POSITION:	22						
$ 1032.9	WEIGHTED GROUP AVG:	$ 92.0	$ 19.1	$111.1	$283.4			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - TOP STORE OPERATIONS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 AND BELOW	C.O.O.	$160.0	$ 48.0	$208.0				
	C.O.O.	155.0	63.0	218.0				
	CEO/PRESIDENT	102.0	0.0	102.0				
	CEO/PRESIDENT	100.0	0.0	100.0				
	C.O.O.				$ 98.0	$ 70.0	$ 80.0	$ 90.0
	CEO/PRESIDENT	91.6	43.5	135.1		83.2	109.2	135.3
	CEO/PRESIDENT	91.5	26.4	117.9				
	C.O.O.	91.0	29.0	120.0				
	CEO/PRESIDENT	82.3	10.0	92.3				
	CEO/PRESIDENT	69.0	24.6	93.6		66.6	82.8	99.0
	C.O.O.	60.8	20.0	80.8		57.2		60.8
	SENIOR V.P.	60.6	1.6	62.2				
	C.O.O.	58.0	5.0	63.0				
	VICE PRESIDENT				53.2	41.6	49.9	59.8
	C.O.O.	44.2	7.5	51.7				
	NO IN POSITION: 16							
$ 278.8	WEIGHTED GROUP AVG:	$ 87.4	$ 20.3	$107.7	$ 75.6			
	NO IN POSITION: 50							
$ 1228.2	POSITION AVERAGE:	$101.1	$ 30.8	$131.9	$132.9			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 42. TOP STORE OPERATIONS EXECUTIVE



	BonCoBase	TC	Nonbonus
Coeff. Det.	.45	.60	
Std. Error	1.29	1.32	

	BonCoBase	TC	Nonbonus
Slope	.22092	.32030	
Y-Int	1.35845	1.17276	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - TOP STORE MAINTENANCE EXECUTIVE

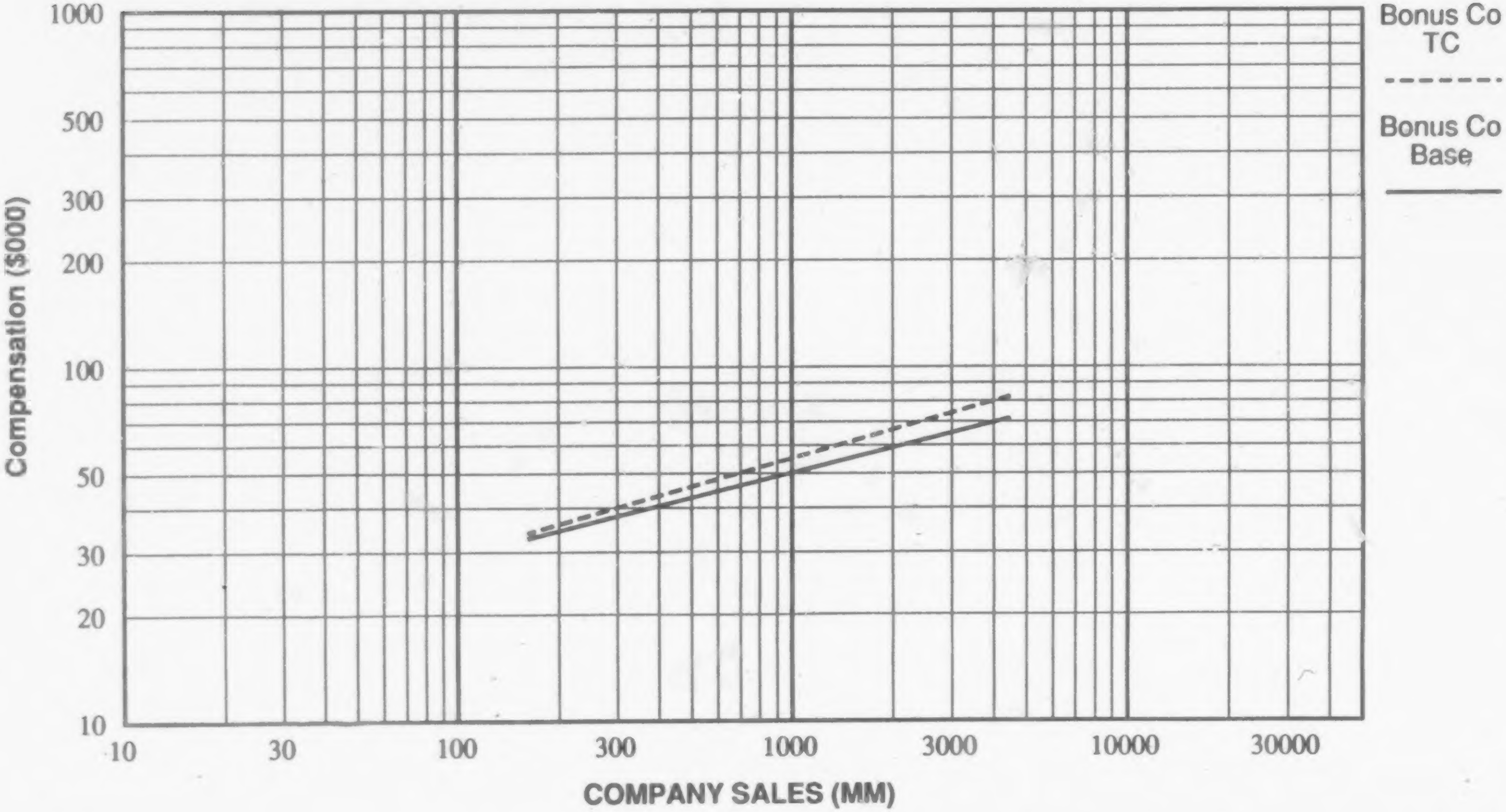
Directs the corporation's or operating company's store engineering and maintenance activities. Works with architectural firms to develop construction specifications for store remodeling and repair. Provides store equipment planning and layout services. Assists in the purchase of store equipment and fixtures.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0 AND ABOVE	VICE PRESIDENT	$ 88.4	$ 20.7	$109.1		$ 71.5	$ 89.3	$107.2
	SENIOR V.P.	77.6	6.0	83.6		51.7	64.7	77.6
	SENIOR V.P.	60.3	8.8	69.1				
	ASST. V.P./DIR	59.4	3.1	62.5		45.4	55.9	66.4
		50.0	3.5	53.5		38.3	47.4	56.6
	VICE PRESIDENT	47.3	6.6	53.9		39.5	47.6	55.6
	VICE PRESIDENT	45.8	2.4	48.2				
	GROUP EXEC.	43.0	5.2	48.2				
	ASST. V.P./DIR	41.5	10.4	51.9				
	NO IN POSITION:	28						
$ 1636.4	WEIGHTED GROUP AVG:	$ 46.5	$ 9.4	$ 55.9				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - TOP STORE MAINTENANCE EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 AND BELOW	VICE PRESIDENT	$ 87.0	$ 21.7	$108.7				
	EXEC. V.P.	69.0	12.2	81.2		$ 55.0	$ 68.7	$ 82.4
	VICE PRESIDENT	62.7	15.6	78.3		43.5	57.6	71.7
	CEO/PRESIDENT	61.0	4.0	65.0				
	VICE PRESIDENT				$ 60.6			
	ASST. V.P./DIR				50.0	43.5	53.3	63.1
	GROUP EXEC.				49.0			
	C.O.O.				47.5	40.0	51.5	63.0
	ASST. V.P./DIR	44.5	0.0	44.5				
	ASST. V.P./DIR	41.8	4.7	46.5		26.0	33.0	40.0
	VICE PRESIDENT	40.8	3.7	44.5				
	C.O.O.				39.9			
	SENIOR V.P.	39.1	0.0	39.1		31.9	41.7	51.6
	EXEC. V.P.	39.0	3.0	42.0				
	ASST. V.P./DIR	36.4	1.1	37.5				
	SENIOR V.P.				30.0	22.0	28.5	35.0
	VICE PRESIDENT				29.1			
	NO IN POSITION: 18							
$ 479.0	WEIGHTED GROUP AVG:	$ 50.7	$ 6.1	$ 56.8	$ 43.7			
	NO IN POSITION: 46							
$ 1183.5	POSITION AVERAGE:	$ 47.7	$ 8.5	$ 56.2	$ 43.7			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 43. TOP STORE MAINTENANCE EXECUTIVE



	BonCoBase	TC	Nonbonus
Coeff. Det.	.56	.56	
Std. Error	1.20	1.23	

	BonCoBase	TC	Nonbonus
Slope	.23472	.26595	
Y-Int	0.99680	0.94419	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - DIVISION GENERAL MANAGER

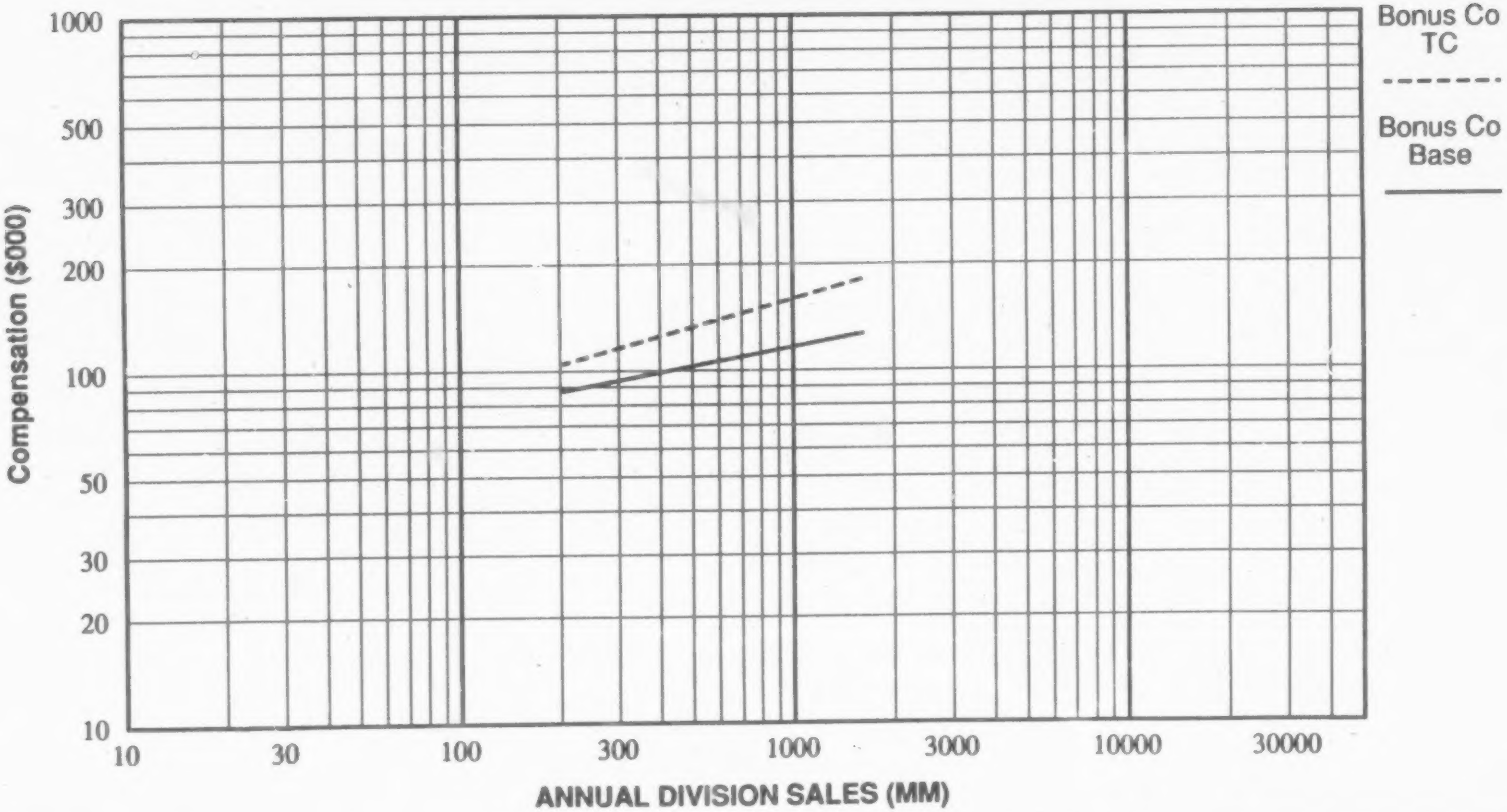
Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANNL DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$500.0 AND ABOVE	CEO/PRESIDENT	$195.0	$ 47.1	$242.1		$150.8	$184.7	$218.5
	CEO/PRESIDENT	147.4	63.2	210.6		138.0	173.0	207.5
	REG. V.P./MGR.	144.0	30.2	174.2		118.0	148.0	178.0
	CEO/PRESIDENT	143.0	0.0	143.0		143.0	184.0	225.0
	REG. V.P./MGR.	141.8	0.0	141.8				
	REG. V.P./MGR.	114.5	19.0	133.5				
	REG. V.P./MGR.	108.4	13.1	121.5				
	SENIOR V.P.	101.9	29.1	131.0				
	CEO/PRESIDENT	101.2	25.3	126.5				
	C.O.O.				$ 92.0	84.7	105.8	127.0
	EXEC. V.P.	87.5	33.0	120.5		86.9	108.6	130.3
	SENIOR V.P.	85.0	70.7	155.7		56.8	75.3	93.8
	CEO/PRESIDENT	76.2	180.2	256.4				
	NO IN POSITION: 40							
$ 840.1	WEIGHTED GROUP AVG:	$117.8	$ 43.5	$161.3	$ 92.0			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - DIVISION GENERAL MANAGER

SCOPE ANNL DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9	CEO/PRESIDENT				$130.7	$ 87.1	$108.8	$130.6
AND BELOW	BOARD OF DIR.	$125.7	$ 30.5	$156.2				
	VICE PRESIDENT	95.1	39.8	134.9		61.4	83.0	104.4
	EXEC. V.P.	78.0	13.0	91.0		67.3	84.1	101.0
		60.4	5.0	65.4				
	CEO/PRESIDENT				31.5			
	NO IN POSITION: 19							
$ 261.6	WEIGHTED GROUP AVG:	$108.8	$ 26.7	$135.6	$ 97.6			
NO SCOPE	BOARD OF DIR.	$190.0	$ 0.0	$190.0				
REPORTED	BOARD OF DIR.	143.9	55.4	199.3		$127.6	$158.7	$189.8
	CEO/PRESIDENT	105.0	10.0	115.0				
	SENIOR V.P.	92.0	27.6	119.6				
		80.2	5.6	85.8		53.6	67.8	82.0
	NO IN POSITION: 13							
	WEIGHTED GROUP AVG:	$ 99.1	$ 16.1	$115.2				
	NO IN POSITION: 72							
$ 653.8	POSITION AVERAGE:	$111.8	$ 34.0	$145.8	$ 94.4			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 44. DIVISION GENERAL MANAGER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.44	.61	
Std. Error	1.23	1.23	

	BonCoBase	TC	Nonbonus
Slope	.17923	.26538	
Y-Int	1.52897	1.40692	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - SCANNING COORDINATOR

Recommends, coordinates and implements software programs and systems to enhance performance of electronic front-end equipment. Has staff responsibility for the coordination of scanning systems throughout the division/company. Assists in the installation of electronic equipment and the training of store personnel in all aspects of scanning, including the development of store price files, preparation and maintenance of operating manuals, and specifications of electronic front-end equipment.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2000.0 AND ABOVE	MANAGER				$ 51.4	$ 38.0	$ 47.6	$ 57.1
	VICE PRESIDENT	$ 50.4	$ 0.0	$ 50.4				
	ASST. V.P./DIR	50.2	5.0	55.2		44.0	51.0	58.0
	MANAGER				48.0	45.8	55.8	65.8
	MANAGER				47.5	30.9	39.4	47.8
	REG. V.P./MGR.	42.2	4.8	47.0		30.1	36.8	43.5
	VICE PRESIDENT				40.0	39.1	47.8	56.6
	ASST. V.P./DIR				36.5	29.6	35.6	41.5
	DIV. V.P./MGR.	35.4	2.2	37.6		29.7	35.0	43.7
	VICE PRESIDENT	30.4	1.2	31.6		28.1	34.3	40.3
	SENIOR V.P.	20.8	5.0	25.8				
	NO IN POSITION: 25							
$ 5655.7	WEIGHTED GROUP AVG:	$ 37.7	$ 2.8	$ 40.5	$ 44.7			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - SCANNING COORDINATOR

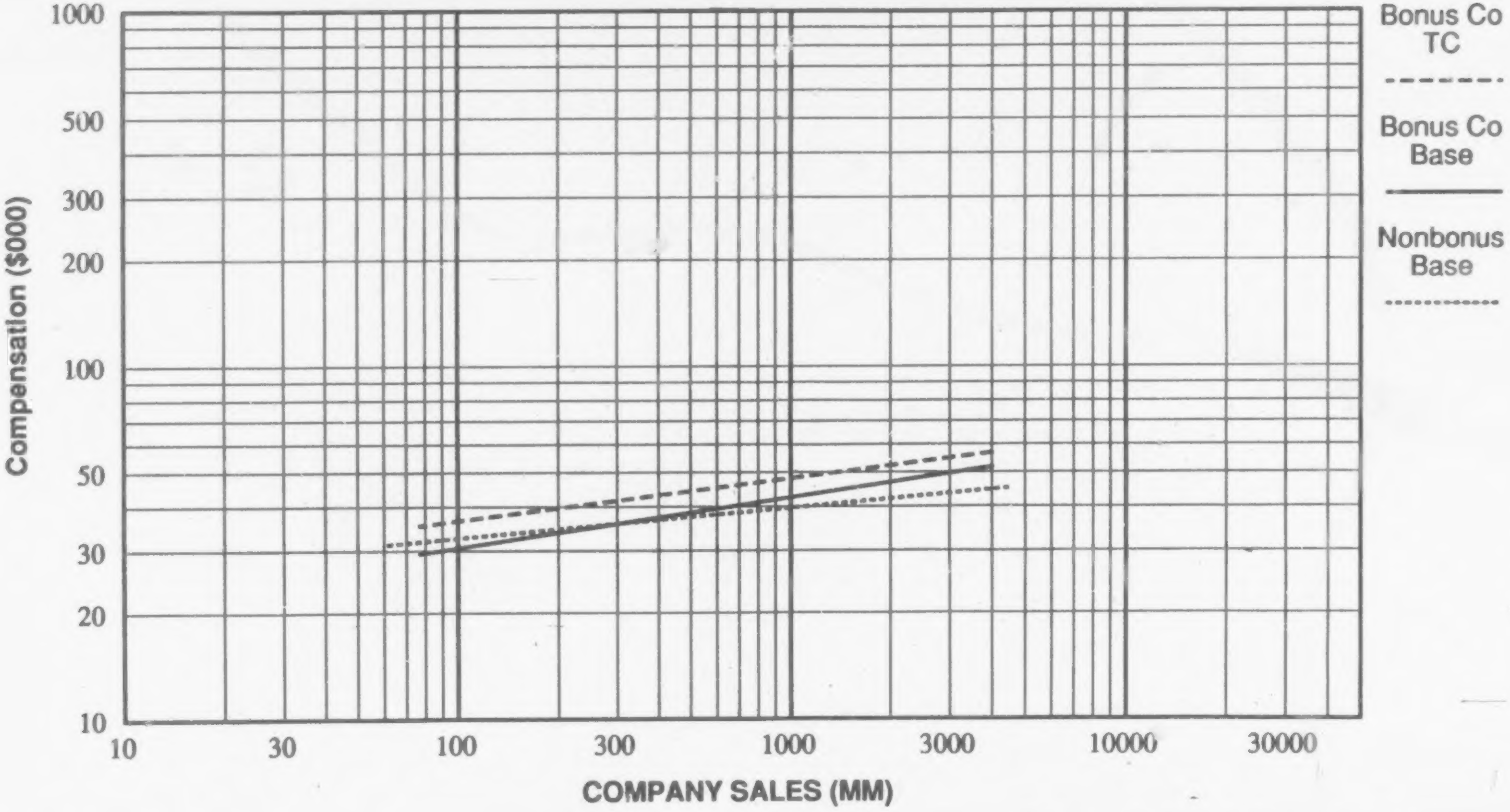
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1999.9 TO $750.0	EXEC. V.P.	$ 56.7	$ 1.0	$ 57.7				
	SENIOR V.P.	56.0	0.0	56.0		$ 41.1	$ 53.9	$ 66.8
	GROUP EXEC.				$ 52.4	45.8	55.8	65.8
	SENIOR V.P.	52.0	15.6	67.6				
	VICE PRESIDENT	49.9	7.0	56.9		36.5	45.6	54.7
	GROUP EXEC.	47.0	4.7	51.7				
	ASST. V.P./DIR				45.2	43.5	53.3	63.1
	SENIOR V.P.	42.8	11.5	54.3		34.6	44.1	53.6
	ASST. V.P./DIR	39.2	0.0	39.2		28.1	34.3	41.8
	SENIOR V.P.	38.5	8.0	46.5		38.5	38.5	38.5
	VICE PRESIDENT	38.1	3.4	41.5		33.5	39.5	45.4
		36.0	2.5	38.5		27.5	34.3	41.2
	MANAGER				33.5	29.6	37.0	44.4
	MANAGER				32.5			
	VICE PRESIDENT				31.3	25.7	33.4	41.0
	MANAGER				27.7			
	MANAGER	26.5	0.0	26.5		24.7	30.9	37.0
	VICE PRESIDENT				25.8			
	NO IN POSITION: 24							
$ 1086.7	WEIGHTED GROUP AVG:	$ 42.4	$ 4.5	$ 46.9	$ 32.1			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - SCANNING COORDINATOR

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$749.9	C.O.O.	$ 60.0	$ 0.0	$ 60.0				
AND BELOW					$ 48.8	$ 35.0	$ 40.0	$ 45.0
	SENIOR V.P				46.0	43.6	55.3	67.0
	VICE PRESIDENT	45.0	11.2	56.2				
	EXEC. V.P.	44.0	6.1	50.1		39.2	49.0	58.8
	C.O.O.				39.8			
	ASST. V.P./DIR				36.8	26.8	33.5	40.2
	SENIOR V.P.				36.6			
	GROUP EXEC.	36.0	9.0	45.0				
	VICE PRESIDENT	35.8	0.0	35.8		32.0	35.0	37.5
	VICE PRESIDENT	34.5	4.8	39.3		24.9	30.6	36.3
					34.0	36.6	43.8	51.1
	ASST. V.P./DIR	31.2	1.7	32.9				
	EXEC. V.P.				31.0			
	CEO/PRESIDENT	29.5	2.7	32.2				
		28.6	0.0	28.6				
	GROUP EXEC.				27.7	24.0	28.5	33.0
					27.6			
	GROUP EXEC.				27.0			
	C.O.O.	23.4	2.5	25.9				
	MANAGER	22.0	0.0	22.0				
	ASST. V.P./DIR	18.5	0.7	19.2		16.6	22.8	28.9
	NO IN POSITION: 64							
$ 555.0	WEIGHTED GROUP AVG:	$ 25.4	$ 0.8	$ 26.2	$ 35.5			
	NO IN POSITION: 113							
$ 1796.4	POSITION AVERAGE:	$ 30.7	$ 1.7	$ 32.4	$ 35.7			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 45. SCANNING COORDINATOR



	BonCoBase	TC	Nonbonus
Coeff. Det.	.31	.24	.30
Std. Error	1.24	1.23	1.20

	BonCoBase	TC	Nonbonus
Slope	.14170	.11944	.08506
Y-Int	1.20311	1.32354	1.34359

FOOD MARKETING INSTITUTE

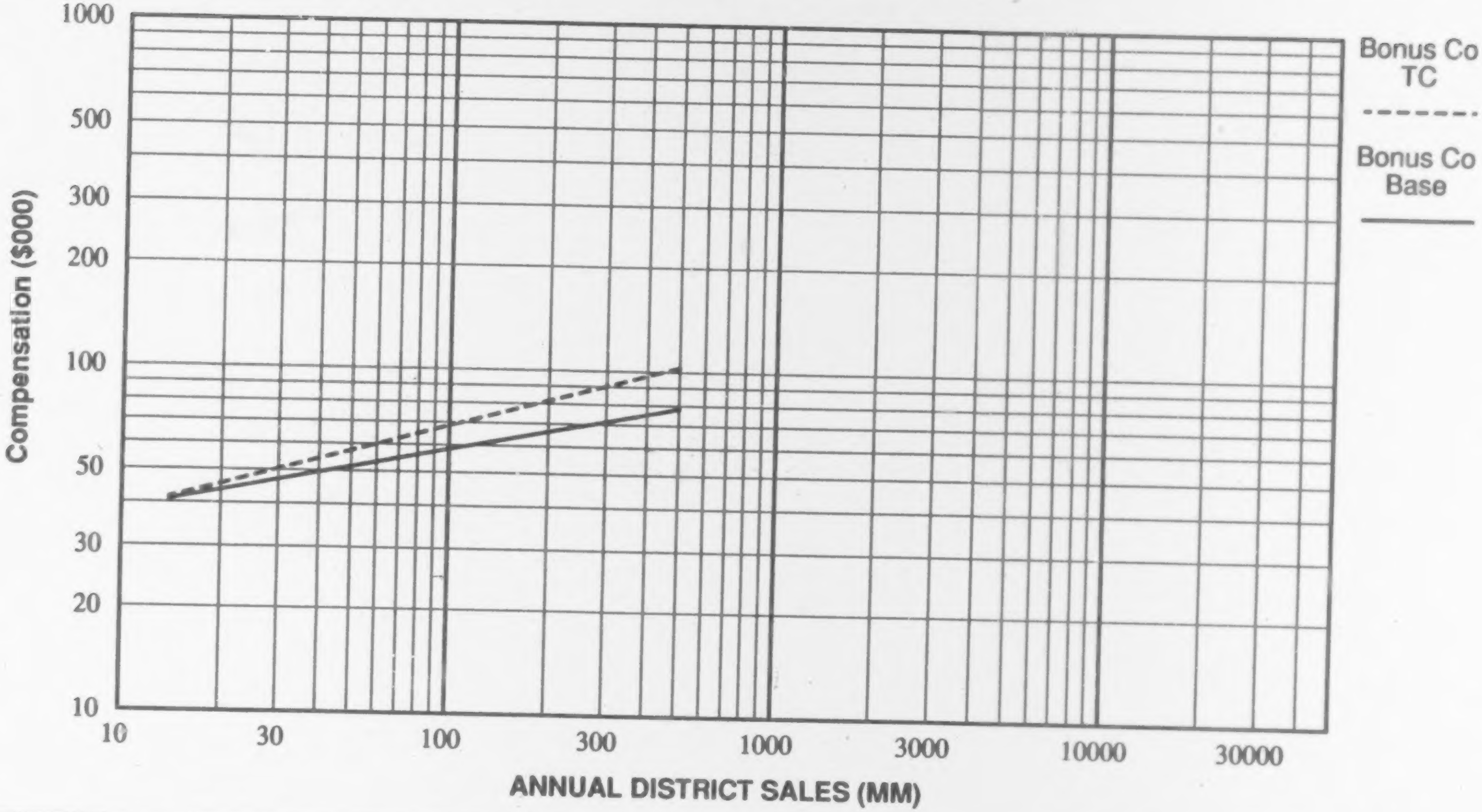
1990-1991 MANAGEMENT COMPENSATION STUDY
NATIONAL SUMMARY

SURVEY POSITION 46: DISTRICT MANAGER

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANNUAL DISTRICT SALES ($MIL)		BONUS COMPANIES				
RANGE	WEIGHTED GROUP AVERAGE	SALARY	BONUS	TOTAL COMPENSATION	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$250.0 and Above	$351.7	$71.5	$31.7	$103.2	$100.0	67
249.9 to 200.0	217.4	68.9	11.5	80.4	--	52
199.9 to 150.0	180.4	69.9	15.5	85.4	--	99
149.9 to 125.0	139.5	61.4	14.7	76.1	--	43
124.9 to 100.0	113.9	60.8	13.4	74.2	70.5	46
99.9 to 75.0	87.6	54.6	9.7	64.3	56.3	47
74.9 and Below	50.7	58.6	16.3	74.9	46.7	25
No Scope Reported		59.9	4.0	63.9	51.0	75
POSITION AVERAGE	$183.0	$64.7	$14.6	$79.3	$58.7	454

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 46. DISTRICT MANAGER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.41	.43	
Std. Error	1.15	1.21	

	BonCoBase	TC	Nonbonus
Slope	.17991	.25138	
Y-Int	1.40770	1.33416	

FOOD MARKETING INSTITUTE

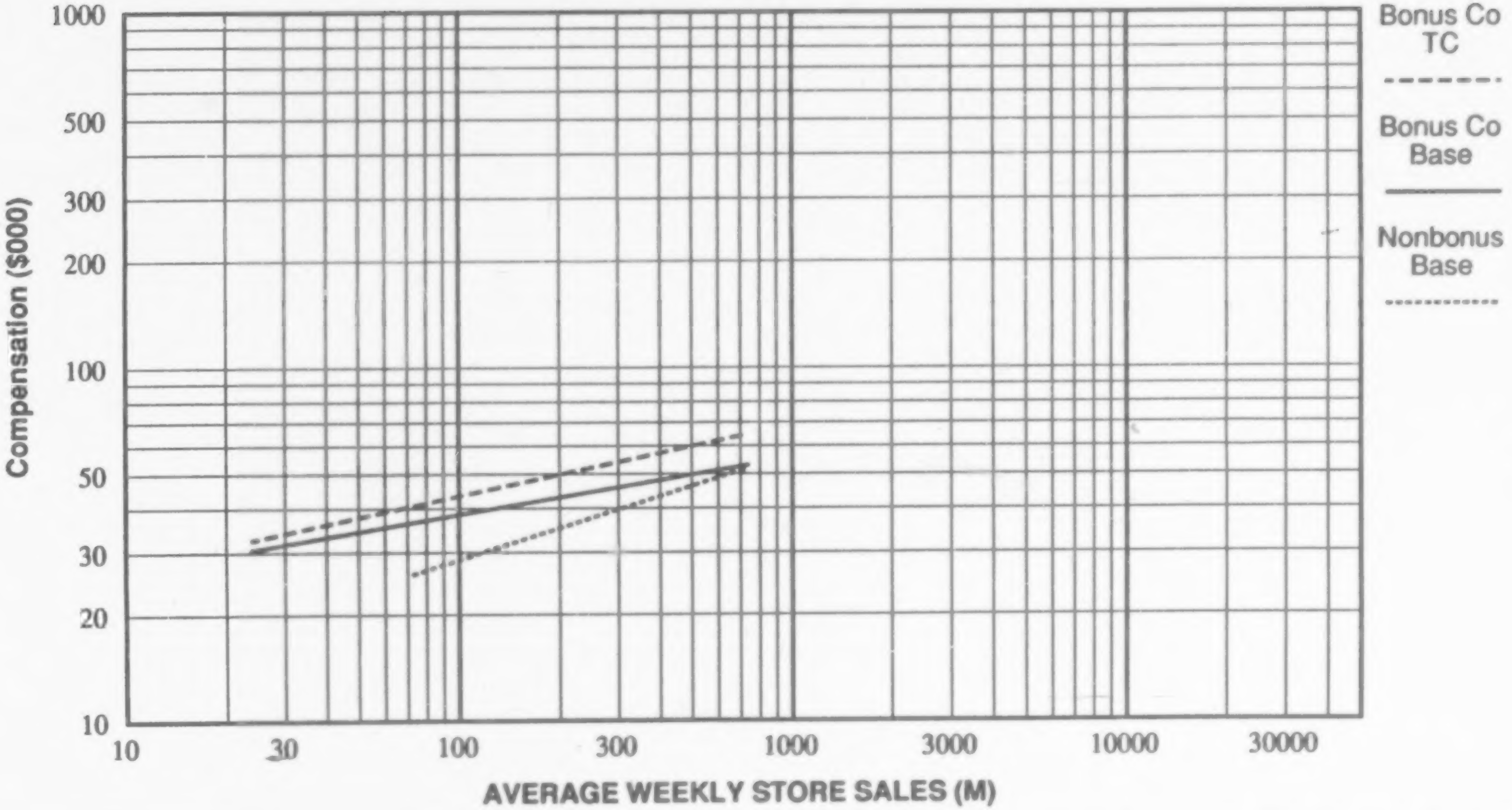
1990-1991 MANAGEMENT COMPENSATION STUDY
NATIONAL SUMMARY

SURVEY POSITION 47: STORE MANAGER

Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

SCOPE AVERAGE WEEKLY STORE SALES ($THOU)		BONUS COMPANIES				
RANGE	WEIGHTED GROUP AVERAGE	SALARY	BONUS	TOTAL COMPENSATION	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$500.0 and Above	$599.7	$54.8	$8.9	$63.7	$67.0	447
499.9 to 400.0	450.4	52.9	8.9	61.8	46.5	451
399.9 to 300.0	345.7	51.0	11.7	62.7	40.3	648
299.9 to 250.0	274.9	49.2	16.0	65.2	30.9	655
249.9 to 200.0	223.0	45.9	9.9	55.8	34.8	737
199.0 to 150.0	160.2	37.2	3.3	40.5	33.1	1,292
149.9 to 100.0	121.1	39.4	5.3	44.7	31.4	607
99.9 and Below	80.6	37.4	4.5	41.9	28.1	309
No Scope Reported		46.8	5.6	52.4	33.4	1,279
POSITION AVERAGE	$261.4	$45.3	$7.8	$53.1	$36.4	6,425

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 47. STORE MANAGER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.32	.32	.54
Std. Error	1.14	1.18	1.19

	BonCoBase	TC	Nonbonus
Slope	.16074	.20071	.29931
Y-Int	1.26230	1.23476	0.85654

FOOD MARKETING INSTITUTE

1990-1991 MANAGEMENT COMPENSATION STUDY
NATIONAL SUMMARY

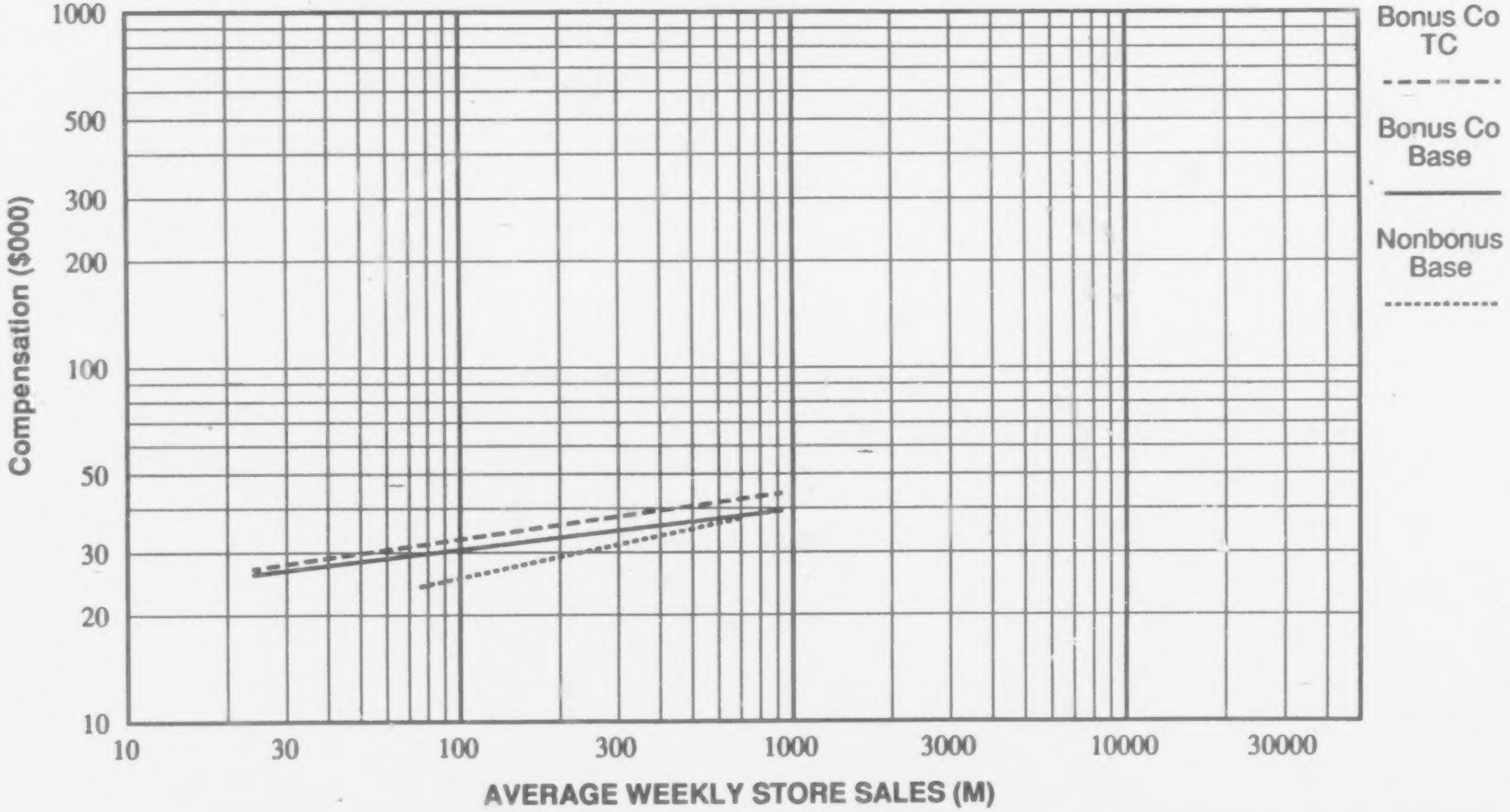
SURVEY POSITION 48: ASSISTANT/CO-STORE MANAGER

Responsible for managing activity of an individual retail store in conjunction with, or in absence of, Store Manager. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems. Has total responsibility for store operations when Store Manager is absent. May be a training position.

SCOPE AVERAGE WEEKLY STORE SALES ($THOU)		BONUS COMPANIES				
RANGE	WEIGHTED GROUP AVERAGE	SALARY	BONUS	TOTAL COMPENSATION	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$500.0 and Above	$638.6	$37.6	$4.0	$41.6	$39.4	265
499.9 to 400.0	452.9	39.5	3.1	42.6	43.2	369
399.9 to 300.0	328.4	40.7	4.0	44.7	39.3	642
299.9 to 250.0	276.4	36.8	3.5	40.3	38.8	250
249.9 to 200.0	224.2	32.9	1.8	34.7	34.2	453
199.9 to 150.0	176.5	30.3	2.3	32.6	28.2	650
149.9 to 100.0	140.0	28.3	1.3	29.6	23.3	1,253
99.9 and Below	68.9	30.8	0.7	31.5	22.5	447
No Scope Reported		54.7	1.5	56.2	17.8	1,628
POSITION AVERAGE	$239.9	$38.5	$2.1	$40.6	$26.1	5,957

NOTE: Only one company indicated that its Assistant/Co-Store Managers are unionized; therefore, all data for this position are combined.

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 48. ASSISTANT/CO-STORE MANAGER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.24	.26	.40
Std. Error	1.13	1.15	1.16

	BonCoBase	TC	Nonbonus
Slope	.11315	.13403	.19802
Y-Int	1.25924	1.24640	1.01003

FOOD MARKETING INSTITUTE

1990-1991 MANAGEMENT COMPENSATION STUDY
NATIONAL SUMMARY

SURVEY POSITION 49: MEAT DEPARTMENT MANAGER

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

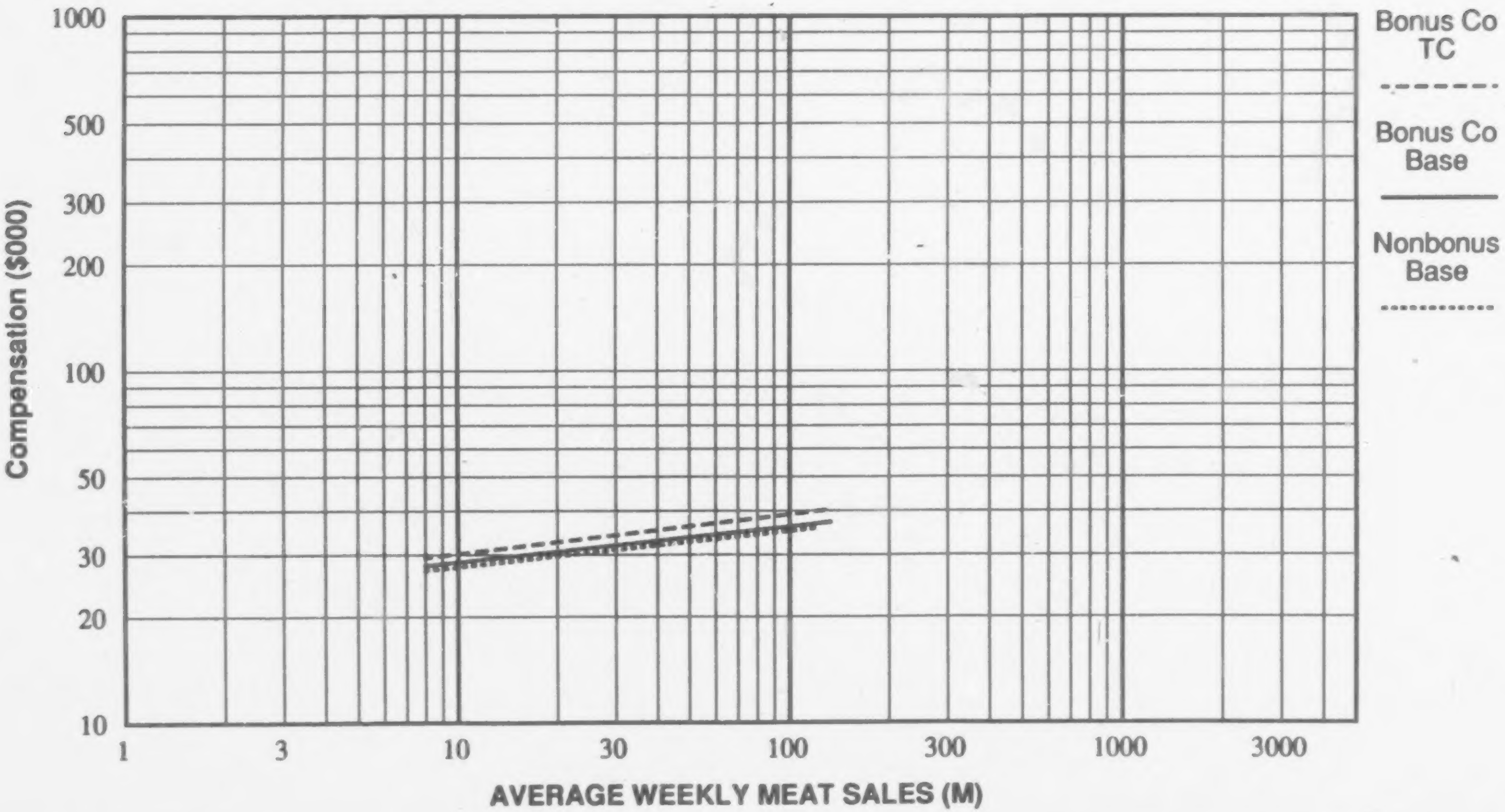
SCOPE AVERAGE WEEKLY MEAT SALES ($THOU)		BONUS COMPANIES				
RANGE	WEIGHTED GROUP AVERAGE	SALARY	BONUS	TOTAL COMPENSATION	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$50.0 and Above	$68.0	$35.9	$2.7	$38.6	$36.9	618
49.9 to 35.0	40.2	31.2	2.5	33.7	31.2	562
34.9 to 25.0	30.4	29.8	1.4	31.2	32.9	707
24.9 to 15.0	19.2	29.4	1.1	30.5	29.0	1,405
14.9 and Below	11.5	29.0	0.8	29.8	28.2	214
No Scope Reported		32.4	1.4	33.8	29.7	738
POSITION AVERAGE	$33.0	$30.7	$1.5	$32.2	$32.8	4,244

NOTE: This summary exhibit and the trend line on the facing page reflect pay levels for all Meat Department Managers -- union and nonunion combined.

Exhibits on the following pages show Meat Department Managers who are union members (pages 282 - 287) and those who are nonunion (pages 288 - 297).

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 49. MEAT DEPARTMENT MANAGER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.29	.26	.15
Std. Error	1.10	1.12	1.17

	BonCoBase	TC	Nonbonus
Slope	.09995	.10921	.10378
Y-Int	1.35790	1.37332	1.33551

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER - UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$70.0				$ 40.7				5.0		40.0		F	E
AND ABOVE				36.9				5.0	1.0	40.0	13.0	E	E
				36.1				5.0		45.0	40.0	E	E
	$ 36.0	$ 0.0	$ 36.0					5.0	1.0	40.0	8.0		
				36.0	$ 34.3	$ 36.6	$ 38.9	5.0	1.0	40.0			E
				35.9				5.0	1.0	40.0	5.0	E	E
				35.9				5.0	1.0	40.0	5.0	E	E
NO. IN POS: 141													
$ 75.2 WT'D AVG:	$ 36.0	$ 0.0	$ 36.0	$ 39.9									
$69.9				$ 41.0									
TO	$ 38.6	$ 4.4	$ 43.0					5.0	1.0	40.0	12.0	F	E
$50.0				36.9				5.0	2.0	40.0	17.0		E
				36.4				5.0	1.0	40.0	13.0	E	E
	36.0	0.0	36.0					5.0	1.0	40.0	8.0		
				35.8				5.0	1.0	40.0			E
				35.1	$ 35.1	$ 35.1	$ 35.1	5.0	1.0	40.0		0.0	E
	33.3	0.5	33.8					5.0					F
	30.1	2.3	32.4		30.1	31.5	32.8	5.5		44.0		E	E
				28.6				5.0	1.0	41.0	3.0	E	F
				22.8	21.1	22.3	23.4	5.0	2.0	40.0		0	E
NO. IN POS: 237													
$ 60.3 WT'D AVG:	$ 34.1	$ 0.7	$ 34.8	$ 36.0									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER - UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$49.9	$ 38.6	$ 4.4	$ 43.0					5.0	1.0	40.0	12.0	F	E
TO	36.2	0.0	36.2					5.0	1.0	40.0	8.0		
$35.0				$ 36.1				5.0		45.0	40.0	E	E
				35.9				5.0	1.0	40.0	5.0	E	E
				35.3				5.0	1.0	40.0	13.0	E	E
	33.5	5.7	39.2		$ 32.0	$ 34.4	$ 36.8	5.5		44.0		E	E
				33.3	32.8	33.3	33.8	5.0	1.0	40.0			E
	33.3	0.5	33.8					5.0					F
	30.1	1.8	31.9		30.1	31.5	32.8	5.5		44.0		E	E
				28.6				5.0	1.0	41.0	3.0	E	F
				28.3				5.0	2.0	40.0	24.0		
				25.9	22.6	28.8	35.0					E	E
				23.5	21.1	22.3	23.4	5.0	2.0	40.0		O	E
NO. IN POS: 67													
$ 41.6 WT'D AVG:	$ 34.8	$ 3.0	$ 37.8	$ 29.2									
$34.9				$ 41.0									
TO	$ 38.6	$ 4.4	$ 43.0					5.0	1.0	40.0	12.0	F	E
$25.0	38.6	4.4	43.0					5.0	1.0	40.0	12.0	F	E
				35.9				5.0	1.0	40.0	5.0	E	E
	35.4	0.0	35.4					5.0	1.0	40.0	8.0		
				34.0									
	32.8	4.3	37.1		$ 30.2	$ 32.4	$ 34.7	5.5		44.0		E	E
	30.1	1.6	31.7		30.1	31.5	32.8	5.5		44.0	.1	E	E
				28.6				5.0	1.0	41.0	3.0	E	F
				28.3				5.0	2.0	40.0	24.0		
	28.0	2.3	30.3					5.0		40.0	12.0	E	E
				23.3	21.1	22.3	23.4	5.0	2.0	40.0		O	E
NO. IN POS: 245													
$ 30.6 WT'D AVG:	$ 30.9	$ 2.6	$ 33.5	$ 32.8									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER - UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9				$ 41.0									
TO	$ 38.6	$ 4.4	$ 43.0					5.0	1.0	40.0	12.0	F	E
$15.0	37.1	1.9	39.0					6.0		48.0	52.0	E	E
				35.9				5.0	1.0	40.0	5.0	E	E
	34.6	3.4	38.0		$ 29.0	$ 31.2	$ 33.3	5.5		44.0		E	E
	31.4	2.8	34.2		29.0	31.2	33.3	5.5		44.0		E	E
	30.1	1.0	31.1		30.1	31.5	32.8	5.5		44.0		E	E
				28.6				5.0	1.0	41.0	3.0	E	F
	28.6	0.0	28.6					5.0		40.0			E
				28.3				5.0	2.0	40.0	24.0		
	27.0	0.0	27.0					5.0		40.0			E
				23.8	19.7	23.8	28.0					E	E
				23.4	21.1	22.3	23.4	5.0	2.0	40.0		0	E
NO. IN POS: 328													
$ 22.2 WT'D AVG:	$ 32.3	$ 1.2	$ 33.5	$ 28.8									
$14.9				$ 41.0									
AND BELOW	$ 38.6	$ 4.4	$ 43.0					5.0	1.0	40.0	12.0	F	E
	30.1	0.6	30.7		$ 30.1	$ 31.5	$ 32.8	5.5		44.0	.3	E	E
				28.6				5.0	1.0	41.0	3.0	E	F
				28.3				5.0	2.0	40.0	24.0		
	27.4	1.8	29.2		25.4	27.2	28.9	5.5		44.0		E	E
				23.3	21.1	22.3	23.4	5.0	2.0	40.0		0	E
				23.1	18.5	22.0	25.5					E	E
NO. IN POS: 86													
$ 11.2 WT'D AVG:	$ 30.2	$ 1.7	$ 31.9	$ 28.5									

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1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT
MANAGER - UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED				$ 34.0				5.0		40.0			
	$ 33.1	$ 0.5	$ 33.6										
	31.3	3.4	34.7					5.0	1.0	40.0	13.0	E	E
	30.2	0.0	30.2										
				24.0				5.0		40.0			
NO. IN POS: 547 WT'D AVG:	$ 32.2	$ 1.3	$ 33.5	$ 25.4									
NO. IN POS: 1651 $ 39.3 POSITION AVG:	$ 32.2	$ 1.4	$ 33.6	$ 33.4									

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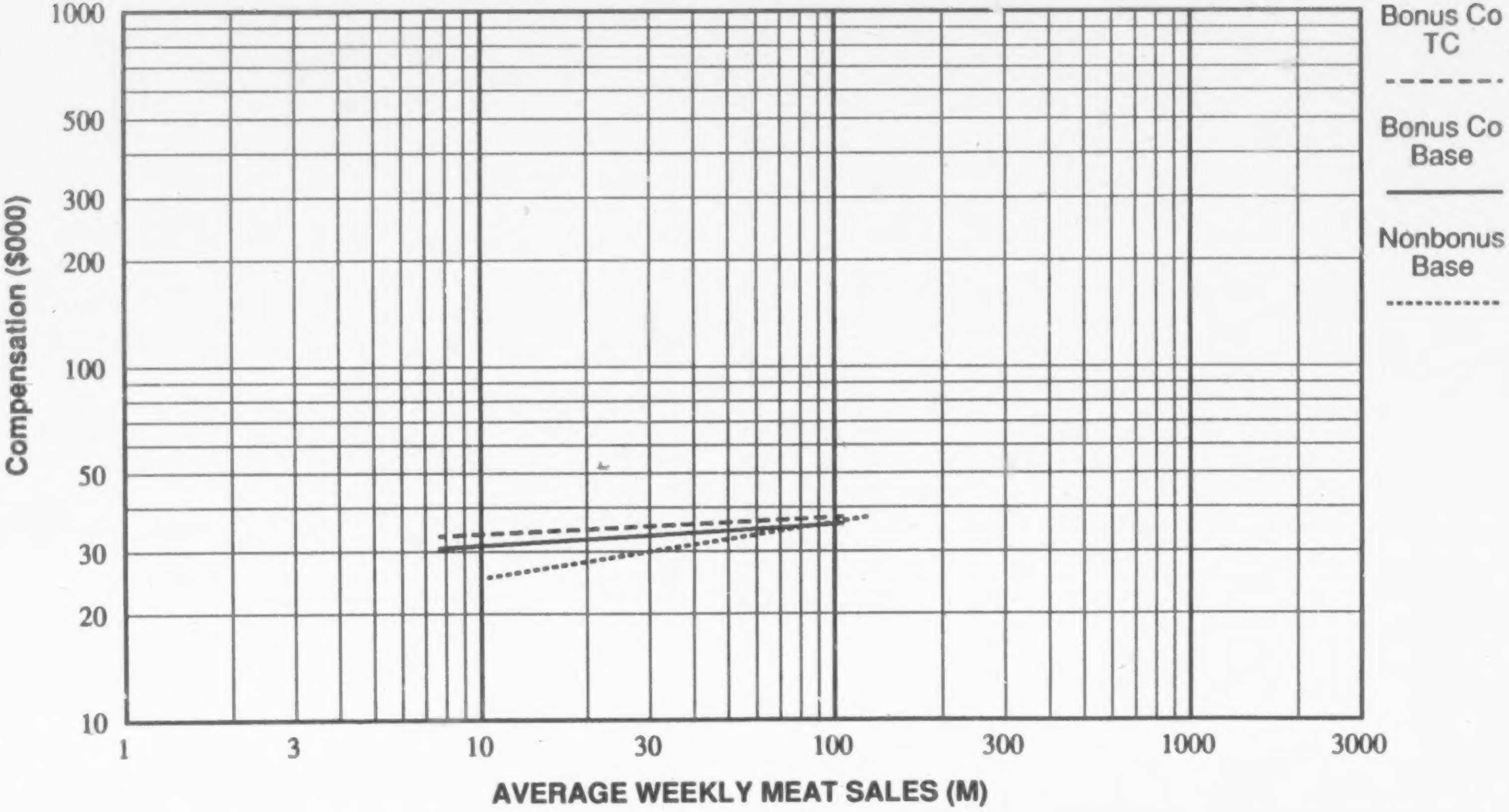
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 49. MEAT DEPARTMENT MANAGER - UNION



	BonCoBase	TC	Nonbonus
Coeff. Det.	.08	.04	.28
Std. Error	1.12	1.15	1.17

	BonCoBase	TC	Nonbonus
Slope	.05905	.04690	.15881
Y-Int	1.43536	1.47952	1.24210

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1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER - NONUNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$70.0	$ 38.9	$ 3.9	$ 42.8					5.5		45.0			
AND ABOVE	38.1	8.7	46.8					5.0	2.0	48.0	20.0	B	B
	37.9	0.4	38.3		$ 24.1	$ 30.3	$ 36.5	5.0	1.0	45.0			
	37.7	0.9	38.6					5.0		40.0		B	F
	37.5	0.0	37.5		28.4	35.5	42.6	5.5		45.0			
	37.1	0.8	37.9		28.0	33.5	39.0	5.2	.2	48.0	9.4	B	A
				$ 35.5	30.0	34.0	38.0	5.0		45.0		B	A
	34.9	0.0	34.9		28.0	32.0	36.0	5.5	1.7	45.0	.5	A	A
	34.5	0.0	34.5		31.7		35.4	5.0	1.0	45.0	12.0	E	E
	33.5	4.2	37.7		32.2	33.5	35.9	5.0	2.0	48.0	20.0	B	B
				33.0				5.0	1.5	45.0	17.0	B	B
				30.7				5.5	1.0	45.0		E	E
NO. IN POS: 104													
$ 84.6 WT'D AVG:	$ 36.7	$ 2.8	$ 39.5	$ 31.5									

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1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER - NONUNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$69.9 TO $50.0				$ 39.1	$ 32.5	$ 38.5	$ 44.6	5.0	2.0	40.0	12.0	F	F
	$ 38.7	$ 3.5	$ 42.2					5.0	1.0	40.0	12.0	E	E
	37.5	3.3	40.8					5.3		45.8	21.7	B	
				37.2				5.0	1.0	40.0	24.0	E	E
				36.4				5.0		42.0			
	35.4	6.0	41.4					5.0	1.0	43.0	.4	E	E
				34.7	29.1	33.4	37.8	5.5		42.0	12.0		
	34.6	1.4	36.0		24.1	30.3	36.5	5.0	1.0	45.0			
				33.5	29.0	32.5	36.0	5.0		45.0		B	A
	33.3	0.0	33.3		30.2		33.8	5.0	1.0	45.0	12.0	E	E
				32.5	25.7	33.4	41.0	5.0	1.0	42.0	13.0	96	96
				31.5	25.7	33.4	41.0	5.0	1.0	42.0	13.0	96	96
	31.4	1.6	33.0					5.5		41.5	26.0	E	E
	29.7	5.6	35.3		27.9		29.7	5.0		40.0	8.0	E	E
				29.2				5.0	1.0	40.0	13.0	E	E
NO. IN POS: 136													
$ 61.3 WT'D AVG:	$ 35.2	$ 3.1	$ 38.3	$ 34.4									

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SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER- NONUNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$49.9	$ 39.2	$ 0.3	$ 39.5					5.5		50.0		50	
TO	37.2	3.3	40.5					5.0	1.0	40.0	12.0	E	E
$40.0				$ 35.6				5.0		42.0			
				35.1	$ 25.7	$ 33.4	$ 41.0	5.0	1.0	42.0	13.0	96	96
	35.1	3.6	38.7					5.5		45.0			
	33.7	2.0	35.7					5.3		44.7	27.8	B	
	33.4	1.1	34.5		24.1	30.3	36.5	5.0	1.0	45.0			
				33.1	29.1	33.4	37.8	5.5		42.0	12.0		
	31.6	2.5	34.1		30.9		32.1	5.0	2.0	48.0	20.0	B	B
				31.1				5.5	1.0	45.0		E	E
				31.0	28.0	31.0	34.0	5.0		45.0		B	A
	30.5	0.0	30.5		28.0	32.0	36.0	5.5	1.7	45.0	.5	A	A
	29.7	8.1	37.8		27.9		29.7	5.0		40.0	8.0	E	E
				28.6				5.0	1.0	40.0	13.0	E	E
	28.5	6.0	34.5					5.0	1.0	43.0	.4	E	E
	27.9	0.5	28.4		20.8	24.7	28.6	5.0		44.4			
				24.2				5.0	1.5	45.0	17.0	B	B
NO. IN POS: 223													
$ 43.4 WT'D AVG:	$ 33.5	$ 3.3	$ 36.8	$ 32.5									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT
MANAGER - NONUNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$39.9				$ 40.7	$ 32.5	$ 38.5	$ 44.6	5.0	2.0	40.0	12.0	F	F
TO	$ 36.4	$ 5.2	$ 41.6										
$30.0	34.4	2.7	37.1					5.5		45.0			
				34.1				5.0		42.0			
				33.8	27.3	31.7	36.4	5.5	2.0	44.0		B	C
	33.8	0.8	34.6					5.0		40.0		B	F
	33.8	3.4	37.2		24.9		36.4	5.0	1.0	45.0	18.0	B	B
	33.8	0.8	34.6					5.0		40.0		B	F
	33.8	1.6	35.4		33.7	35.2	36.7	5.0	2.5	48.0	13.0	A	C
	32.6	2.7	35.3					5.0		48.4	8.5	B	
	31.9	0.0	31.9		29.6		32.8	5.0	1.0	45.0	12.0	E	E
	31.1	1.2	32.3		20.6	25.8	30.9	5.0		50.0		B	B
	30.8	0.0	30.8		28.0	32.0	36.0	5.5	1.7	45.0	.5	A	A
				30.1	25.7	33.4	41.0	5.0	1.0	42.0	13.0	96	96
	29.7	7.7	37.4		27.9		29.7	5.0		40.0	8.0	E	E
	28.5	6.0	34.5					5.0	1.0	43.0	.4	E	E
	28.1	0.5	28.6		23.5	28.0	31.6	5.5	1.0	45.0	12.0	E	D
	28.1	0.5	28.6		20.8	24.7	28.6	5.0		45.3			
				27.9				5.0	1.0	40.0	13.0	E	E
	27.0	0.9	27.9		24.7	27.0	29.4	5.0	1.0	45.0		E	D
				26.8				5.5	1.0	42.5		E	E
				26.6				5.0	1.5	45.0	17.0	B	B
	21.7	1.8	23.5		22.2	27.8	33.4	5.5	4.0	60.0	26.0	100	D
NO. IN POS: 607													
$ 34.0 WT'D AVG:	$ 29.7	$ 1.6	$ 31.3	$ 33.7									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER - NONUNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$29.9	$ 37.6	$ 2.9	$ 40.5					5.5		50.0		50	
TO				$ 34.5	$ 32.9	$ 33.7	$ 34.6	5.5		42.0	12.0		
$20.0	33.9	0.2	34.1					5.0		40.0		B	F
				33.3				5.0		42.0			
				32.5	25.7	33.4	41.0	5.0	1.0	42.0	13.0	96	96
	31.8	1.4	33.2		22.4	27.5	32.6	5.0	1.0	45.0			
	31.4	1.3	32.7		22.4	27.5	32.6	5.0	1.0	45.0			
	31.1	1.9	33.0					5.0	2.0	48.0	20.0	B	B
	29.9	1.8	31.7					5.5		45.0			
				29.8	24.0	28.6	33.3	5.0		45.0		B	A
	29.7	6.5	36.2		27.9		29.7	5.0		40.0	8.0	E	E
	29.1	2.9	32.0		27.0	28.1	29.1	6.0		40.0	13.0	B	B
				28.2	20.8	30.3	32.5	5.0		45.0		B	A
	26.8	0.9	27.7		24.7	26.6	28.3	5.0	1.0	45.0		E	D
				25.9				5.5	1.0	40.0		E	E
NO. IN POS: 205													
$ 25.2 WT'D AVG:	$ 30.2	$ 1.6	$ 31.8	$ 31.2									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT
MANAGER - NONUNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$19.9	$ 36.2	$ 0.6	$ 36.8					5.5		50.0		50	
TO				$ 34.6	$ 32.9	$ 33.7	$ 34.6	5.5		42.0	12.0		
$15.0				31.5	25.7	33.4	41.0	5.0	1.0	42.0	13.0	96	96
				29.6	25.7	33.4	41.0	5.0	1.0	42.0	13.0	96	96
	29.0	0.6	29.6					5.0	2.0	48.0	20.0	B	B
	28.8	0.0	28.8					5.0	1.0	45.0	26.0	E	E
	28.7	1.2	29.9		22.9	27.6	32.2	5.0	2.0	45.0	26.0	B	E
				27.2				5.0	1.0	40.0	13.0	E	E
	27.0	3.0	30.0		27.0	28.1	29.1	6.0		40.0	13.0	B	B
	26.5	0.9	27.4		24.7	26.4	28.1	5.0	1.0	45.0		E	D
	24.3	1.0	25.3		20.8	24.7	28.6	5.0		46.4			
				19.4				5.0	1.5	45.0	17.0	B	B
NO. IN POS: 999													
$ 18.1 WT'D AVG:	$ 28.6	$ 1.1	$ 29.7	$ 29.4									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER - NONUNION

SCOPE	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY MEAT SALES ($THOU)	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$14.9 AND BELOW	$ 35.6	$ 0.3	$ 35.9					5.5		50.0		50	
	32.8	0.4	33.2					5.0		40.0		B	F
				$ 32.0	$ 25.7	$ 33.4	$ 41.0	5.0	1.0	42.0	13.0	96	96
	31.3	1.0	32.3		22.4	27.5	32.6	5.0	1.0	45.0			
				30.2				5.0		42.0			
	30.1	0.0	30.1		28.6		31.2	5.0	1.0	45.0	12.0	E	E
				27.7				5.0	1.0	40.0		E	E
	27.3	0.2	27.5					5.0	2.0	48.0	20.0	B	B
	27.0	3.0	30.0		27.0	28.1	29.1	6.0		40.0	13.0	B	B
				26.2	20.7	26.3	31.8	5.0		45.0		B	A
	26.0	1.2	27.2					5.5		45.0			
	25.9	0.8	26.7		24.7	26.2	27.7	5.0	1.0	45.0		E	D
				24.7				5.0	1.5	45.0	17.0	B	B
	22.1	0.0	22.1		20.8	24.7	28.6	5.0		43.3			
NO. IN POS: 128													
$ 11.6 WT'D AVG:	$ 28.8	$ 0.6	$ 29.4	$ 27.8									

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1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT
MANAGER - NONUNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED	$ 36.6	$ 1.4	$ 38.0					5.0		40.0	25.0	E	E
				$ 36.2				5.5	2.0		24.0	B	B
				36.0	$ 31.2	$ 33.8	$ 36.1	5.0		45.0	12.0	E	
				34.7				5.5	2.0		24.0	B	B
				34.1	29.6	31.5	33.8	5.0		45.0	12.0	E	
				33.7	30.2	32.8	34.8	5.0		45.0	12.0	E	
				33.5				5.5	2.0		24.0	B	B
				32.9				5.5	2.0		24.0	B	B
				32.5				5.5	2.0		24.0	B	B
				32.1				5.5	2.0		24.0	B	B
				29.9	28.3	29.9	31.5	5.0		45.0	12.0	E	
	28.1	9.0	37.1										
	28.1	9.0	37.1										
				28.1	28.1			5.0		45.0	24.0	D	D
	27.3	4.1	31.4										
	27.0	1.0	28.0		21.0		28.0	5.5	1.0	45.0			
				26.7	25.4		28.6	5.0		45.0	24.0	D	D
	26.0	2.6	28.6										
	26.0	0.5	26.5		22.0		27.0	5.5	1.0	45.0			
	25.0	0.5	25.5		19.0		26.0	5.5	1.0	45.0			
				24.2	18.2		27.0	5.0		45.0	24.0	D	D
				23.9	21.5		27.7	5.0		45.0	24.0	D	D
				22.0	18.1		26.9	5.0		45.0	24.0	D	D
				21.8	21.8	29.9	31.5	5.0		45.0	12.0	E	
NO. IN POS: 191 WT'D AVG:	$ 33.5	$ 1.8	$ 35.3	$ 30.9									
NO. IN POS: 2593 POSITION AVG: $ 30.0	$ 30.1	$ 1.6	$ 31.7	$ 31.8									

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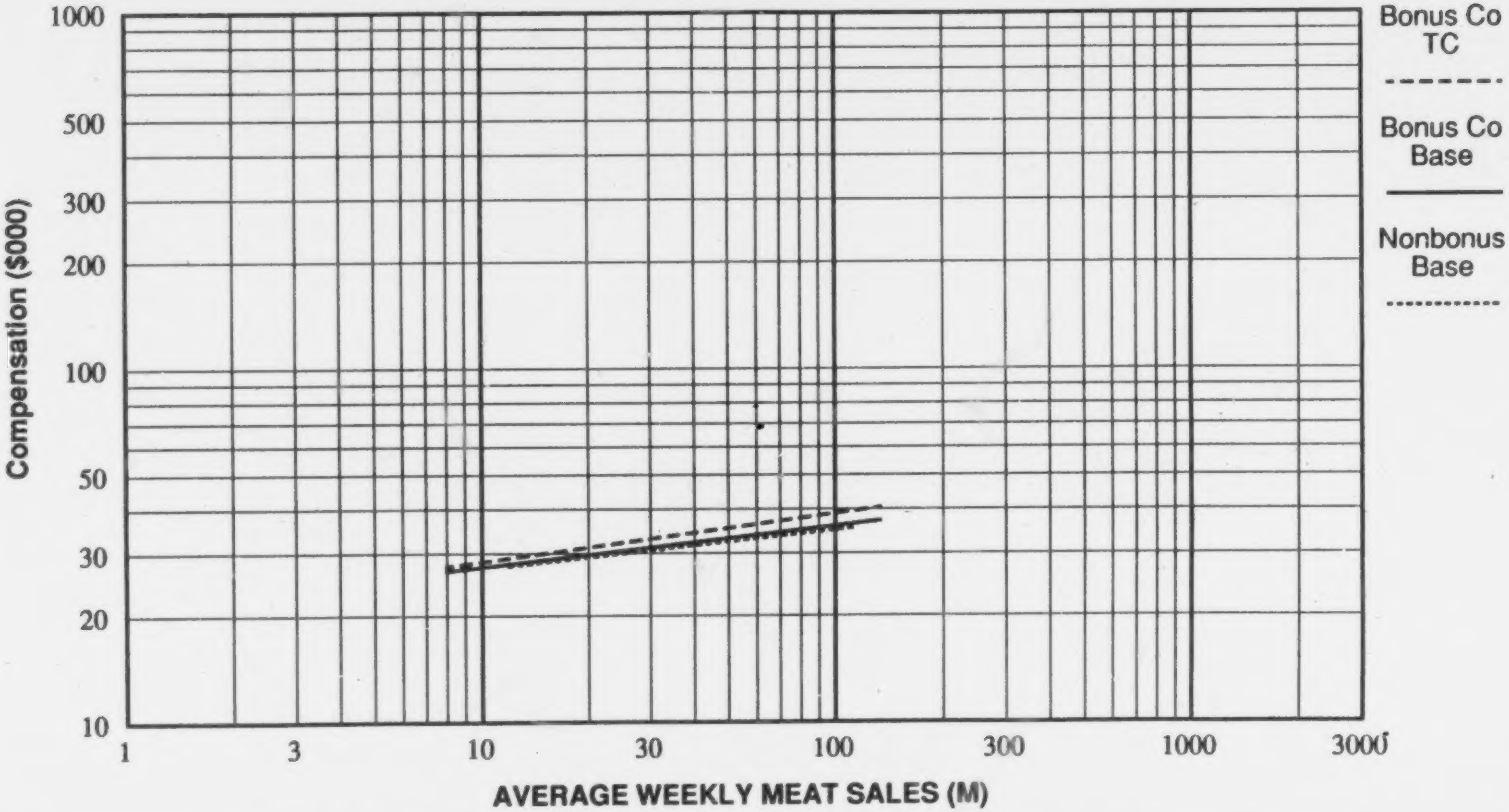
1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 49. MEAT DEPARTMENT MANAGER - NONUNION



	BonCoBase	TC	Nonbonus
Coeff. Det.	.32	.35	.20
Std. Error	1.12	1.13	1.14

	BonCoBase	TC	Nonbonus
Slope	.11873	.13659	.10945
Y-Int	1.31848	1.31762	1.32460

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$300.0	$ 40.3	$ 4.6	$ 44.9					5.0	1.0	50.0	26.0	175	
AND ABOVE				$ 37.5						40.0		F	E
	33.9	0.5	34.4		$ 30.8	$ 38.5	$ 46.2	5.5		45.0	2.0		
				33.2				5.0	1.0	40.0	13.0	E	E
	30.7	3.7	34.4					5.0		47.6	12.5	B	
	30.2	0.0	30.2		29.1		32.2	5.0	1.0	45.0	12.0	E	E
	28.8	0.9	29.7		21.6	27.0	32.4						
	27.3	6.0	33.3		25.2		30.9	5.0	2.0	50.0	.6	110	110
				26.0				5.0	1.0	40.0	13.0	E	E
				22.7			22.7	5.5	2.0	45.0	1.0	125	
				20.0	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B
NO. IN POS: 203													
$ 358.2 WT'D AVG:	$ 31.4	$ 1.1	$ 32.5	$ 33.7									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$299.9	$ 42.3	$ 6.5	$ 48.8		$ 34.6	$ 37.3	$ 40.0	5.5	1.0	44.0			
TO	42.1	5.9	48.0					5.5		48.0			D
$200.0	40.3	4.6	44.9					5.0	1.0	50.0	26.0	175	
				$ 39.7	38.0	39.6	41.1	5.3	1.0	44.0	.3	D	D
				39.6									
	39.0	5.3	44.3										
	38.2	3.4	41.6					5.0	1.0	40.0	24.0	E	E
	35.1	3.5	38.6		31.2		36.4	5.0	5.0	45.0	18.0	B	B
	34.8	1.9	36.7		30.4	35.2	41.9	5.0	2.5	50.0	13.0	150	C
	31.7	2.1	33.8		27.0	28.5	30.0	5.0	3.0	55.0	24.0	B	B
				31.2				5.0	1.0	40.0	13.0	E	E
				30.9	32.5	38.5	44.6	5.0	2.0	43.0	12.0	F	F
	30.2	1.0	31.2					5.0					F
	30.1	10.0	40.1		27.1		30.1	5.0		45.0	12.0	E	E
	29.4	0.4	29.8					5.0	2.0	40.0		B	F
				28.9				5.0	1.0	40.0	15.0	E	E
	28.6	0.0	28.6		27.0		30.4	5.0	1.0	45.0	12.0	E	E
				28.1				5.0	2.0	45.0	4.0	E	E
				28.0				5.0	1.0	41.0	3.0	E	F
	27.7	1.0	28.7		28.0	33.5	39.0	5.2	.2	48.0	9.4	B	A
	27.6	0.0	27.6					5.0	2.0	40.0	12.0	E	
	27.3	6.0	33.3		25.2		30.9	5.0	2.0	50.0	.6	110	110
				25.9				5.0	1.0	40.0	13.0	E	E
	25.8	0.9	26.7		21.6	27.0	32.4						
				22.7			22.7	5.5	2.0	45.0	1.0	125	
	21.5	0.3	21.8					5.5	4.0	51.0	25.0		75
	19.7	0.3	20.0		17.4	20.5	23.5	5.0	5.0	42.0			D
				18.5	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B

NO. IN POS: 354

	WT'D AVG: SALARY	BONUS	TOTAL COMP	NONBONUS SALARY
$ 233.8	$ 31.1	$ 2.9	$ 34.0	$ 27.5

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1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9	$ 42.6	$ 5.6	$ 48.2					5.5		48.0			D
TO	40.3	4.6	44.9					5.0	1.0	50.0	26.0	175	
$150.0				$ 39.6									
	38.3	6.3	44.6		$ 34.6	$ 37.3	$ 40.0	5.5	1.0	44.0			
	38.1	2.3	40.4					5.5	2.0	45.0	17.0	B	A
	38.0	4.7	42.7					5.5		48.0			D
				37.6	35.9	37.9	39.8	5.3	1.0	44.0	.3	D	D
	37.1	3.3	40.4					5.0	1.0	40.0	24.0	E	E
	36.7	12.8	49.5					5.5		48.0			D
				35.1	35.1	35.1	35.1	5.0		[illegible]		0.0	E
				31.2				5.0	1.0	4[illegible].0	13.0	E	E
	31.0	1.3	32.3		27.0	28.0	29.1	5.0	3.0	55.0	24.0	B	B
	30.2	1.0	31.2					5.0					F
	30.1	10.0	40.1		27.1		30.1	5.0		45.0	12.0	E	E
	28.8	0.0	28.8					5.0	2.0	40.0	12.0	E	
				28.0				5.0	1.0	41.0	3.0	E	F
	27.9	3.0	30.9					5.0		47.6	15.0	B	
	27.3	6.0	33.3		25.2		30.9	5.0	2.0	50.0	.6	110	110
	27.0	1.0	28.0		24.0	28.0	32.0	5.5	1.0	45.0	.8	A	A
				25.6				5.0	1.0	40.0	13.0	E	E
	24.3	0.5	24.8					5.0	2.0	40.0		B	F
				22.7			22.7	5.5	2.0	45.0	1.0	125	
	21.5	0.3	21.8					5.5	4.0	51.0	25.0		75
	18.6	0.3	18.9		16.0	18.8	21.6	5.0	5.0	42.0			D
				18.6	10.4	20.1	29.9					E	E
				18.5	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B
NO. IN POS: 678													
$ 165.4 WT'D AVG:	$ 33.5	$ 5.9	$ 39.4	$ 29.2									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9	$ 40.3	$ 4.6	$ 44.9					5.0	1.0	50.0	26.0	175	
TO				$ 39.6									
$100.0	38.3	10.7	49.0					5.5		48.0			D
	38.2	5.1	43.3		$ 34.6	$ 37.3	$ 40.0	5.5	1.0	44.0			
	37.9	5.2	43.1		34.6	37.3	40.0	5.5	1.0	44.0			
	37.9	8.9	46.8					5.5		48.0			D
	35.5	3.2	38.7					5.0	1.0	40.0	24.0	E	E
	31.3	1.0	32.3		27.0	27.9	28.8	5.0	3.0	55.0	24.0	B	B
	30.2	1.0	31.2					5.0					F
	30.1	10.0	40.1		27.1		30.1	5.0		45.0	12.0	E	E
	29.4	0.0	29.4					5.0	2.0	40.0	12.0	E	
				28.9	32.5	38.5	44.6	5.0	2.0	43.0	12.0	F	F
				28.0				5.0	1.0	41.0	3.0	E	F
	27.9	0.0	27.9		26.5		29.4	5.0	1.0	45.0	12.0	E	E
				27.8				5.0	1.0	42.5	4.0	E	E
	27.6	4.1	31.7					5.0		49.2	4.0	B	
	27.3	6.0	33.3		25.2		30.9	5.0	2.0	50.0	.6	110	110
	26.7	2.6	29.3					5.0	5.0	40.0	13.0	E	E
				25.6				5.0	1.0	40.0	13.0	E	E
	24.3	0.4	24.7					5.0	2.0	40.0		B	F
	24.0	0.4	24.4		24.0	28.0	32.0	5.5	1.0	45.0	.8	A	A
				22.7			22.7	5.5	2.0	45.0	1.0	125	
	21.3	0.0	21.3		18.7	21.8	24.9	5.0		42.7			
	20.4	0.8	21.2					5.5	4.0	51.0	25.0		75
				19.1	11.6	19.8	28.0					E	E
				17.7	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B
NO. IN POS: 461													
$ 129.9 WT'D AVG:	$ 35.0	$ 7.2	$ 42.2	$ 24.3									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9	$ 40.3	$ 4.6	$ 44.9					5.0	1.0	50.0	26.0	175	
TO				$ 39.6									
$75.0	39.1	5.0	44.1		$ 34.6	$ 37.3	$ 40.0	5.5	1.0	44.0			
				37.6	35.9	38.3	40.1	5.3	1.0	44.0	.3	D	D
	37.3	4.5	41.8		34.6	37.3	40.0	5.5	1.0	44.0			
	30.5	0.6	31.1		24.0	28.0	32.0	5.5	1.0	45.0	.8	A	A
	29.4	0.7	30.1		27.0	27.7	28.5	5.0	3.0	55.0	24.0	B	B
	29.1	0.0	29.1					5.0	2.0	40.0	12.0	E	
				28.0				5.0	1.0	41.0	3.0	E	F
	27.3	6.0	33.3		25.2		30.9	5.0	2.0	50.0	.6	110	110
	27.1	0.0	27.1					5.0		40.0		E	E
	26.8	0.3	27.1					5.0	2.0	40.0		B	F
				22.7			22.7	5.5	2.0	45.0	1.0	125	
	21.0	1.7	22.7		22.2	27.8	33.4	5.0	3.0	60.0	26.0	100	D
	19.7	0.5	20.2		18.7	21.8	24.9	5.0		41.4			
	19.4	0.2	19.6					5.5	4.0	51.0	25.0		75
				16.8	15.6	20.1	24.7	5.0	2.0	48.0	20.0	B	B
NO. IN POS: 220													
$ 83.5 WT'D AVG:	$ 25.4	$ 1.0	$ 26.4	$ 25.6									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$74.9 AND BELOW	$ 40.2	$ 5.0	$ 45.2		$ 34.6	$ 37.3	$ 40.0	5.5	1.0	44.0			
				$ 39.6									
				32.0	25.5	29.6	34.0	5.5	2.0	44.0		B	C
	29.6	2.3	31.9					5.0		47.7	12.0	B	
	29.6	0.0	29.6					5.0	2.0	40.0	12.0	E	
				28.0				5.0	1.0	41.0	3.0	E	F
				28.0				5.0	1.0	41.0	3.0	E	F
	26.9	0.5	27.4					5.0	2.0	40.0		B	F
	26.8	0.0	26.8		26.0		28.1	5.0	1.0	45.0	12.0	E	E
				25.3				5.0	1.0	40.0	13.0	E	E
	24.3	0.4	24.7					5.0	2.0	40.0		B	F
				22.7			22.7	5.5	2.0	45.0	1.0	125	
				22.7			22.7	5.5	2.0	45.0	1.0	125	
	22.6	1.0	23.6		19.7	23.7	27.7	5.0	2.0	45.0	26.0	B	E
				19.7	13.5	20.5	27.5					E	E
	19.2	0.1	19.3					5.5	4.0	51.0	25.0		75
	19.2	0.0	19.2		18.7	21.8	24.9	5.0		39.7			
	19.1	0.2	19.3					5.5	4.0	51.0	25.0		75
				16.8	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B
				16.2	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B
$ 61.9 WT'D AVG:	$ 22.6	$ 1.0	$ 23.6	$ 20.9									

NO. IN POS: 843

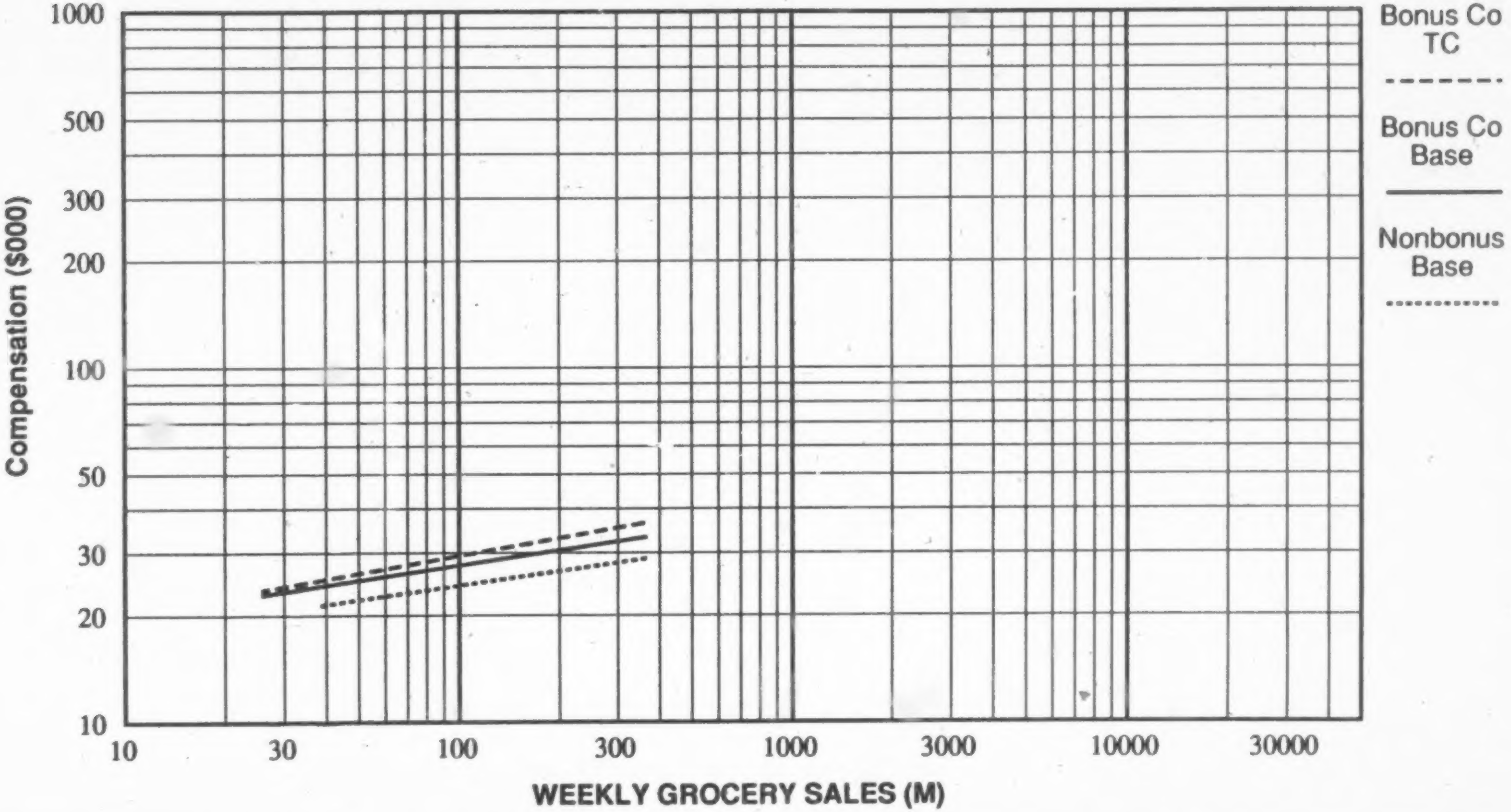
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE	$ 40.0	$ 0.0	$ 40.0					5.0		40.0			
REPORTED	34.3	1.5	35.8					5.0		40.0	25.0	E	E
				$ 31.7	$ 28.1	$ 30.4	$ 33.5	5.0	2.0	45.0	12.0	240	240
				31.6	28.1	30.4	33.5	5.0	2.0	45.0	12.0	240	240
	30.5	0.5	31.0										
	29.7	3.4	33.1					5.0	1.0	40.0	13.0	E	E
				29.5	26.0	29.1	32.2	5.0	2.0	45.0	12.0	240	240
				28.0	26.0	29.1	32.2	5.0	2.0	45.0	12.0	240	240
				26.3	23.9	26.5	29.9	5.0	2.0	45.0	12.0	240	240
				20.4	20.4	26.5	29.9	5.0	2.0	45.0	12.0	240	240
	19.5	4.9	24.4										
	18.2	2.8	21.0										
	16.9	1.1	18.0										
	14.3	0.7	15.0										
NO. IN POS: 1054 WT'D AVG:	$ 30.5	$ 1.0	$ 31.5	$ 28.9									
NO. IN POS: 3813 POSITION $ 144.3 AVG:	$ 29.3	$ 2.5	$ 31.8	$ 27.7									

NOTE: This tabular exhibit and the trend line on the facing page reflect pay levels for all Grocery Managers - union and nonunion combined.

Exhibits on the following pages show Grocery Managers who are union members (pages 306 - 309) and those who are nonunion (pages 310 - 317).

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 50. GROCERY MANAGER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.12	.11	.12
Std. Error	1.23	1.28	1.26

	BonCoBase	TC	Nonbonus
Slope	.13966	.16401	.13475
Y-Int	1.16324	1.14159	1.11520

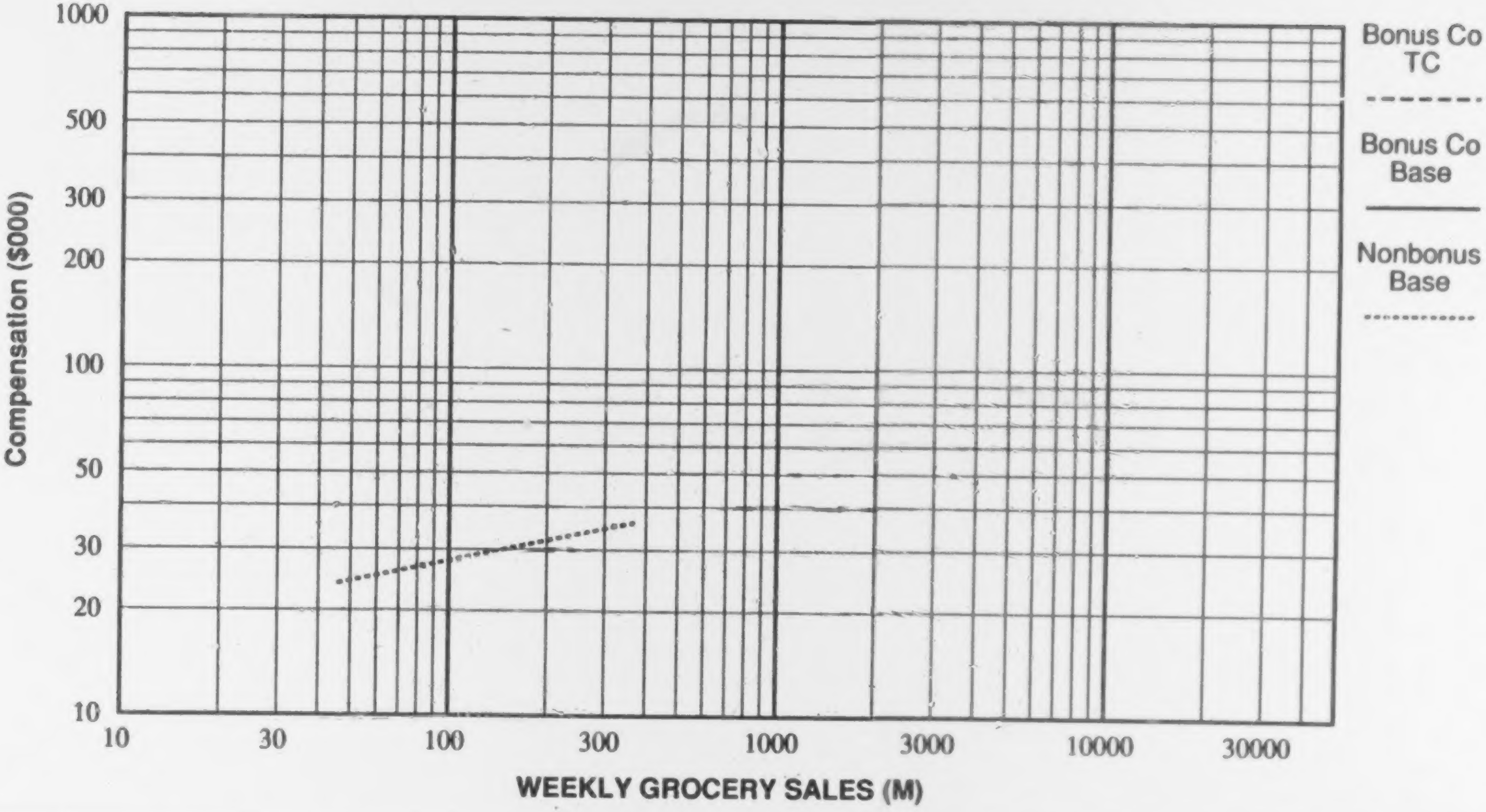
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER - UNION

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0				$ 39.6									
AND ABOVE				37.5				5.0		40.0		F	E
				33.2				5.0	1.0	40.0	13.0	E	E
				31.2				5.0	1.0	40.0	13.0	E	E
	$ 30.2	$ 1.0	$ 31.2					5.0					F
				28.9				5.0	1.0	40.0	15.0	E	E
				28.0				5.0	1.0	41.0	3.0	E	F
	27.6	0.0	27.6					5.0	2.0	40.0	12.0	E	
NO. IN POS: 164													
$ 332.8 WT'D AVG:	$ 29.9	$ 0.9	$ 30.8	$ 36.3									
$199.9				$ 39.6									
TO				35.1				5.0		40.0		0.0	E
$150.0				31.2				5.0	1.0	40.0	13.0	E	E
	$ 30.2	$ 1.0	$ 31.2					5.0					F
	28.8	0.0	28.8					5.0	2.0	40.0	12.0	E	
				28.0				5.0	1.0	41.0	3.0	E	F
				18.6	$ 10.4	$ 20.1	$ 29.9					E	E
NO. IN POS: 134													
$ 168.9 WT'D AVG:	$ 29.5	$ 0.5	$ 30.0	$ 31.6									
$149.9				$ 39.6									
TO	$ 30.2	$ 1.0	$ 31.2					5.0					F
$100.0	29.4	0.0	29.4					5.0	2.0	40.0	12.0	E	
				28.0				5.0	1.0	41.0	3.0	E	F
	26.7	2.6	29.3					5.0	5.0	40.0	13.0	E	E
				19.1	$ 11.6	$ 19.8	$ 28.0					E	E
NO. IN POS: 84													
$ 121.3 WT'D AVG:	$ 27.4	$ 2.0	$ 29.4	$ 27.6									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER - UNION

SCOPE WKLY GROCERY SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9					$ 39.6									
AND BELOW					39.6									
		$ 29.6	$ 0.0	$ 29.6					5.0	2.0	40.0	12.0	E	
		29.1	0.0	29.1					5.0	2.0	40.0	12.0	E	
					28.0				5.0	1.0	41.0	3.0	E	F
					28.0				5.0	1.0	41.0	3.0	E	F
					28.0				5.0	1.0	41.0	3.0	E	F
					19.7	$ 13.5	$ 20.5	$ 27.5					E	E
NO. IN POS: 48														
$ 71.2	WT'D AVG:	$ 29.2	$ 0.0	$ 29.2	$ 27.4									
NO SCOPE		$ 40.0	$ 0.0	$ 40.0					5.0		40.0			
REPORTED		30.5	0.5	31.0										
		29.7	3.4	33.1					5.0	1.0	40.0	13.0	E	E
NO. IN POS: 962														
	WT'D AVG:	$ 30.4	$ 1.0	$ 31.4										
NO. IN POS: 1392														
$ 211.2	POSITION AVG:	$ 30.3	$ 1.0	$ 31.3	$ 32.4									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 50. GROCERY MANAGER - UNION



	Nonbonus
Coeff. Det.	.32
Std. Error	1.20

	Nonbonus
Slope	.19763
Y-Int	1.04896

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER - NONUNION

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$250.0	$ 40.3	$ 4.6	$ 44.9					5.0	1.0	50.0	26.0	175	
AND ABOVE				$ 39.7	$ 38.0	$ 39.6	$ 41.1	5.3	1.0	44.0	.3	D	D
	38.2	3.4	41.6					5.0	1.0	40.0	24.0	E	E
	33.9	0.5	34.4		30.8	38.5	46.2	5.5		45.0	2.0		
	30.7	3.7	34.4					5.0		47.6	12.5	B	
	30.2	0.0	30.2		29.1		32.2	5.0	1.0	45.0	12.0	E	E
	30.1	10.0	40.1		27.1		30.1	5.0		45.0	12.0	E	E
	29.4	0.4	29.8					5.0	2.0	40.0		B	F
	28.8	0.9	29.7		21.6	27.0	32.4						
	27.7	1.0	28.7		28.0	33.5	39.0	5.2	.2	48.0	9.4	B	A
	27.3	6.0	33.3		25.2		30.9	5.0	2.0	50.0	.6	110	110
				26.0				5.0	1.0	40.0	13.0	E	E
	25.8	0.9	26.7		21.6	27.0	32.4						
				22.7			22.7	5.5	2.0	45.0	1.0	125	
				22.7			22.7	5.5	2.0	45.0	1.0	125	
				20.0	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B
	19.7	0.3	20.0		17.4	20.5	23.5	5.0	5.0	42.0			D
NO. IN POS: 175													
$ 298.3 WT'D AVG:	$ 26.1	$ 1.0	$ 27.1	$ 23.0									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER - NONUNION

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$249.9 TO $200.0	$ 42.3	$ 6.5	$ 48.8		$ 34.6	$ 37.3	$ 40.0	5.5	1.0	44.0			
	42.1	5.9	48.0					5.5		48.0			D
	40.3	4.6	44.9					5.0	1.0	50.0	26.0	175	
	39.0	5.3	44.3										
	35.1	3.5	38.6		31.2		36.4	5.0	5.0	45.0	18.0	B	B
	34.8	1.9	36.7		30.4	35.2	41.9	5.0	2.5	50.0	13.0	150	C
	31.7	2.1	33.8		27.0	28.5	30.0	5.0	3.0	55.0	24.0	B	B
				$ 30.9	32.5	38.5	44.6	5.0	2.0	43.0	12.0	F	F
	28.6	0.0	28.6		27.0		30.4	5.0	1.0	45.0	12.0	E	E
				28.1				5.0	2.0	45.0	4.0	E	E
	27.3	6.0	33.3		25.2		30.9	5.0	2.0	50.0	.6	110	110
				25.9				5.0	1.0	40.0	13.0	E	E
	21.5	0.3	21.8					5.5	4.0	51.0	25.0		75
				18.5	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B
NO. IN POS: 218													
$ 223.5 WT'D AVG:	$ 35.1	$ 3.8	$ 38.9	$ 21.9									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER - NONUNION

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9	$ 42.6	$ 5.6	$ 48.2					5.5		48.0			D
TO	40.3	4.6	44.9					5.0	1.0	50.0	26.0	175	
$150.0	38.3	6.3	44.6		$ 34.6	$ 37.3	$ 40.0	5.5	1.0	44.0			
	38.1	2.3	40.4					5.5	2.0	45.0	17.0	B	A
	38.0	4.7	42.7					5.5		48.0			D
				$ 37.6	35.9	37.9	39.8	5.3	1.0	44.0	.3	D	D
	37.1	3.3	40.4					5.0	1.0	40.0	24.0	E	E
	36.7	12.8	49.5					5.5		48.0			D
	31.0	1.3	32.3		27.0	28.0	29.1	5.0	3.0	55.0	24.0	B	B
	30.1	10.0	40.1		27.1		30.1	5.0		45.0	12.0	E	E
	27.9	3.0	30.9					5.0		47.6	15.0	B	
	27.3	6.0	33.3		25.2		30.9	5.0	2.0	50.0	.6	110	110
	27.0	1.0	28.0		24.0	28.0	32.0	5.5	1.0	45.0	.8	A	A
				25.6				5.0	1.0	40.0	13.0	E	E
	24.3	0.5	24.8					5.0	2.0	40.0		B	F
				22.7			22.7	5.5	2.0	45.0	1.0	125	
	21.5	0.3	21.8					5.5	4.0	51.0	25.0		75
	18.6	0.3	18.9		16.0	18.8	21.6	5.0	5.0	42.0			D
				18.5	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B
NO. IN POS: 544													
$ 164.5 WT'D AVG:	$ 33.6	$ 6.0	$ 39.6	$ 21.4									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER - NONUNION

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9	$ 40.3	$ 4.6	$ 44.9					5.0	1.0	50.0	26.0	175	
TO	38.3	10.7	49.0					5.5		48.0			D
$100.0	38.2	5.1	43.3		$ 34.6	$ 37.3	$ 40.0	5.5	1.0	44.0			
	37.9	5.2	43.1		34.6	37.3	40.0	5.5	1.0	44.0			
	37.9	8.9	46.8					5.5		48.0			D
	35.5	3.2	38.7					5.0	1.0	40.0	24.0	E	E
	31.3	1.0	32.3		27.0	27.9	28.8	5.0	3.0	55.0	24.0	B	B
	30.1	10.0	40.1		27.1		30.1	5.0		45.0	12.0	E	E
				$ 28.9	32.5	38.5	44.6	5.0	2.0	43.0	12.0	F	F
	27.9	0.0	27.9		26.5		29.4	5.0	1.0	45.0	12.0	E	E
				27.8				5.0	1.0	42.5	4.0	E	E
	27.6	4.1	31.7					5.0		49.2	4.0	B	
	27.3	6.0	33.3		25.[illegible]		30.9	5.0	2.0	50.0	.6	110	110
				25.6				5.0	1.0	40.0	13.0	E	E
	24.3	0.4	24.7					5.0	2.0	40.0		B	F
	24.0	0.4	24.4		24.0	28.0	32.0	5.5	1.0	45.0	.8	A	A
				22.7			22.7	5.5	2.0	45.0	1.0	125	
	21.3	0.0	21.3		18.7	21.8	24.9	5.0		42.7			
	20.4	0.8	21.2					5.5	4.0	51.0	25.0		75
				17.7	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B
NO. IN POS: 377													
$ 131.8 WT'D AVG:	$ 35.5	$ 7.6	$ 43.1	$ 22.0									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER - NONUNION

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9	$ 40.3	$ 4.6	$ 44.9					5.0	1.0	50.0	26.0	175	
TO	39.1	5.0	44.1		$ 34.6	$ 37.3	$ 40.0	5.5	1.0	44.0			
$75.0				$ 37.6	35.9	38.3	40.1	5.3	1.0	44.0	.3	D	D
	37.3	4.5	41.8		34.6	37.3	40.0	5.5	1.0	44.0			
	30.5	0.6	31.1		24.0	28.0	32.0	5.5	1.0	45.0	.8	A	A
	29.4	0.7	30.1		27.0	27.7	28.5	5.0	3.0	55.0	24.0	B	B
	27.3	6.0	33.3		25.2		30.9	5.0	2.0	50.0	.6	110	110
	27.1	0.0	27.1					5.0		40.0		E	E
	26.8	0.3	27.1					5.0	2.0	40.0		B	F
				22.7			22.7	5.5	2.0	45.0	1.0	125	
	21.0	1.7	22.7		22.2	27.8	33.4	5.0	3.0	60.0	26.0	100	D
	19.7	0.5	20.2		18.7	21.8	24.9	5.0		41.4			
	19.4	0.2	19.6					5.5	4.0	51.0	25.0		75
				16.8	15.6	20.1	24.7	5.0	2.0	48.0	20.0	B	B

NO. IN POS: 198

	WT'D AVG:			
$ 83.2	$ 25.3	$ 1.0	$ 26.3	$ 20.4

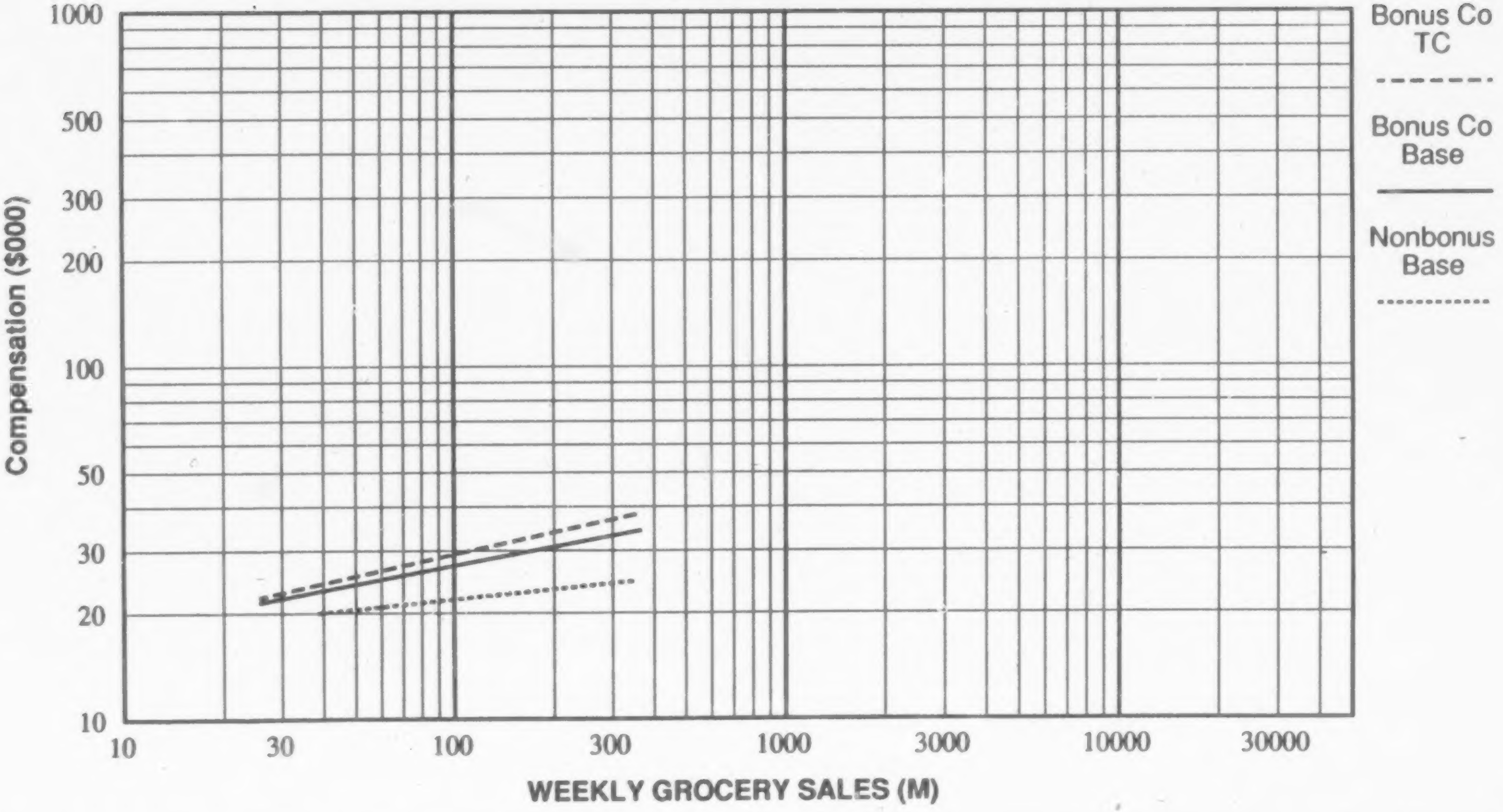
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER - NONUNION

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$74.9 AND BELOW	$ 40.2	$ 5.0	$ 45.2		$ 34.6	$ 37.3	$ 40.0	5.5	1.0	44.0			
				$ 32.0	25.5	29.6	34.0	5.5	2.0	44.0		B	C
	29.6	2.3	31.9					5.0		47.7	12.0	B	
	26.9	0.5	27.4					5.0	2.0	40.0		B	F
	26.8	0.0	26.8		26.0		28.1	5.0	1.0	45.0	12.0	E	E
				25.3				5.0	1.0	40.0	13.0	E	E
	24.3	0.4	24.7					5.0	2.0	40.0		B	F
				22.7			22.7	5.5	2.0	45.0	1.0	125	
				22.7			22.7	5.5	2.0	45.0	1.0	125	
	22.6	1.0	23.6		19.7	23.7	27.7	5.0	2.0	45.0	26.0	B	E
	19.2	0.1	19.3					5.5	4.0	51.0	25.0		75
	19.2	0.0	19.2		18.7	21.8	24.9	5.0		39.7			
	19.1	0.2	19.3					5.5	4.0	51.0	25.0		75
				16.8	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B
				16.2	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B
NO. IN POS: 817													
$ 62.0 WT'D AVG:	$ 22.6	$ 1.0	$ 23.6	$ 19.6									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER - NONUNION

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED	$ 34.3	$ 1.5	$ 35.8					5.0		40.0	25.0	E	E
				$ 31.7	$ 28.1	$ 30.4	$ 33.5	5.0	2.0	45.0	12.0	240	240
				31.6	28.1	30.4	33.5	5.0	2.0	45.0	12.0	240	240
				29.5	26.0	29.1	32.2	5.0	2.0	45.0	12.0	240	240
				28.0	26.0	29.1	32.2	5.0	2.0	45.0	12.0	240	240
				26.3	23.9	26.5	29.9	5.0	2.0	45.0	12.0	240	240
				20.4	20.4	26.5	29.9	5.0	2.0	45.0	12.0	240	240
	19.5	4.9	24.4										
	18.2	2.8	21.0										
	16.9	1.1	18.0										
	14.3	0.7	15.0										
NO. IN POS: 92 WT'D AVG:	$ 31.3	$ 1.6	$ 32.9	$ 28.9									
NO. IN POS: 2421 $ 131.9 POSITION AVG:	$ 28.8	$ 3.3	$ 32.1	$ 21.8									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 50. GROCERY MANAGER - NONUNION



	BonCoBase	TC	Nonbonus
Coeff. Det.	.20	.19	.11
Std. Error	1.22	1.28	1.20

	BonCoBase	TC	Nonbonus
Slope	.17583	.20645	.09543
Y-Int	1.08448	1.05510	1.14923

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$35.0 AND ABOVE	$ 36.8	$ 3.3	$ 40.1					5.0	1.0	40.0	12.0	E	E
	33.6	3.6	37.2										
				$ 31.0				5.0	1.0	40.0	26.0	E	E
	30.8	0.0	30.8					5.0	2.0	40.0	8.0		
	30.7	1.5	32.2		$ 24.1	$ 30.3	$ 36.5	5.0	1.0	45.0			
	30.6	0.0	30.6					5.0	2.0	40.0	8.0		
	30.4	0.0	30.4					5.0	2.0	40.0	8.0		
				28.0	27.3	28.0	28.6	5.0	1.0	40.0		D	D
	27.7	6.7	34.4		23.0		27.5	5.0		40.0	12.0	E	E
	27.5	0.9	28.4		24.1	30.3	36.5	5.0	1.0	45.0			
				25.5	23.9	26.3	28.6	5.0	1.0	40.0		D	D
	17.5	1.2	18.7		22.0	27.8	33.4	5.0	3.0	60.0	24.0	100	D
NO. IN POS: 123													
$ 80.4 WT'D AVG:	$ 27.6	$ 2.3	$ 29.9	$ 28.8									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$34.9	$ 35.5	$ 3.2	$ 38.7					5.0	1.0	40.0	12.0	E	E
TO	31.9	2.9	34.8					5.0	1.0	40.0	12.0	F	E
$25.0	31.9	2.9	34.8					5.0	1.0	40.0	12.0	F	E
				$ 31.0				5.0	1.0	40.0	26.0	E	E
	30.3	0.0	30.3					5.0	2.0	40.0	8.0		
				30.1				5.0	1.0	40.0	13.0	E	E
	29.7	0.5	30.2					5.0					F
				29.5				5.0	1.0	40.0		D	D
	28.8	2.9	31.7		$ 20.8	$	$ 29.4	5.0	1.0	45.0	18.0	B	B
	28.1	0.0	28.1		24.5	30.6	36.8	5.5		45.0	1.0		
	28.1	0.9	29.0		24.1	30.3	36.5	5.0	1.0	45.0			
	27.5	4.3	31.8		23.0		27.5	5.0		40.0	12.0	E	E
				26.0				5.0	1.0	40.0	26.0	E	E
				24.5				5.0		40.0		E	F
	23.5	4.0	27.5		23.3		25.0	5.0	1.0	43.0	.5	E	E
NO. IN POS: 87													
$ 28.2 WT'D AVG:	$ 29.6	$ 1.9	$ 31.5	$ 29.0									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9				$ 36.0				5.0		40.0		F	E
TO	$ 34.2	$ 3.1	$ 37.3					5.0	1.0	40.0	12.0	E	E
$15.0				32.1	$ 24.1	$ 28.1	$ 32.1	5.5	2.0	44.0		B	C
				31.0				5.0	1.0	40.0	26.0	E	E
				30.3				5.0	1.0	40.0	15.0	E	E
				30.3	26.8	31.9	37.0	5.0	2.0	40.0	12.0	F	F
	30.2	3.3	33.5					6.0		47.1	15.0	B	
				29.7				5.0	1.0	40.0	13.0	E	E
	29.7	0.5	30.2					5.0					F
	29.6	15.7	45.3					5.5		45.0			
	28.3	0.0	28.3					5.0	2.0	40.0	8.0		
	28.3	0.0	28.3		26.5		30.7	5.0	1.0	45.0	12.0	E	E
	28.1	1.0	29.1		24.1	30.3	36.5	5.0	1.0	45.0			
				27.7				5.0	1.0	40.0		D	D
	27.5	2.0	29.5		23.0		27.5	5.0		40.0	12.0	E	E
	27.4	3.6	31.0		26.3		28.6	5.0	2.0	44.0	20.0	B	B
	27.3	0.5	27.8		15.6	21.7	27.8	5.0		43.0			
				25.9				5.0	1.0	40.0	26.0	E	E
				25.7				5.0	1.0	41.0	3.0	E	F
				24.8				5.0	1.0	40.0	.5	E	E
				24.5				5.0		40.0		E	F
				23.7				5.0		40.0	4.0	E	E
	23.5	4.0	27.5		23.3		25.0	5.0	1.0	43.0	.5	E	E
				22.8				5.0		40.0	12.0		
				19.9				5.0	1.0	45.0	13.0	E	E
	19.8	0.8	20.6					5.0	2.0	41.5	26.0	E	E
NO. IN POS: 313													
$ 21.0 WT'D AVG	$ 27.9	$ 4.0	$ 31.9	$ 33.1									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$14.9	$ 31.9	$ 2.9	$ 34.8					5.0	1.0	40.0	12.0	F	E
TO	31.9	2.9	34.8					5.0	1.0	40.0	12.0	F	E
$10.0				$ 31.0				5.0	1.0	40.0	26.0	E	E
	29.7	0.5	30.2					5.0					F
				29.5				5.0	1.0	40.0	13.0	E	E
	27.8	0.9	28.7		$ 21.0	$ 24.8	$ 28.5	5.2	.2	48.0	9.4	B	A
	27.5	0.0	27.5		25.0		28.9	5.0	1.0	45.0	12.0	E	E
	27.5	8.0	35.5		23.0		27.5	5.0		40.0	12.0	E	E
	27.1	2.1	29.2					6.0		47.1	15.0	B	
	26.6	20.1	46.7					5.5		45.0			
				25.6				5.0	1.0	40.0	26.0	E	E
				25.3				5.0	1.0	40.0		D	D
				24.6				5.0		40.0	4.0	E	E
	23.5	4.0	27.5		23.3		25.0	5.0	1.0	43.0	.5	E	E
				22.4				5.0		40.0		0.0	E
NO. IN POS: 295													
$ 11.2 WT'D AVG:	$ 26.7	$ 13.3	$ 40.0	$ 23.9									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$9.9				$ 27.4	$ 26.8	$ 31.9	$ 37.0	5.0	2.0	40.0	12.0	F	F
AND BELOW	$ 27.1	$ 0.0	$ 27.1					5.0	1.0	40.0	26.0	E	E
	26.4	1.0	27.4		18.0	22.5	27.2	5.0	1.0	45.0			
	26.2	0.0	26.2		24.4		27.8	5.0	1.0	45.0	12.0	E	E
				25.7				5.0	1.0	41.0	3.0	E	F
				24.5				5.0		40.0		E	F
	24.4	0.0	24.4		24.2		26.8	5.0	1.0	45.0	12.0	E	E
	22.9	0.7	23.6		22.4	24.4	26.3	5.0	2.0	44.0	20.0	B	B
	22.9	0.9	23.8		17.4	22.6	27.7	5.0	2.0	45.0	26.0	B	E
	22.5	0.9	23.4		17.7	21.7	25.7	5.0		40.0			
				22.5				5.0	1.0	40.0	.5	E	E
				22.4				5.0	1.0	40.0	.5	E	E
	22.3	0.5	22.8		19.4	22.9	26.3	5.5	1.0	45.0	10.0		D
	22.1	2.1	24.2					5.0	1.0	40.0	8.0	E	E
				20.8			20.8	5.0		40.0			
	20.4	0.3	20.7					5.5		50.0			
				20.4	16.6	19.8	23.0	5.0		40.0	12.0		
	19.0	1.6	20.6		15.3	18.7	22.1	5.5		44.0			
	18.9	1.6	20.5		15.3	18.7	22.1	5.5		44.0			
	18.6	0.5	19.1		15.6	21.7	27.8	5.0		39.3			
				18.2				5.0	3.0	40.0	24.0		
				17.2				5.0	1.0	45.0	13.0	E	E
				17.2	9.8	17.6	25.4					E	E
	17.0	0.0	17.0		16.3	17.2	18.2	5.0		40.0	2.0	E	E
NO. IN POS: 1042													
$ 6.9 WT'D AVG:	$ 22.7	$ 0.6	$ 23.3	$ 20.8									

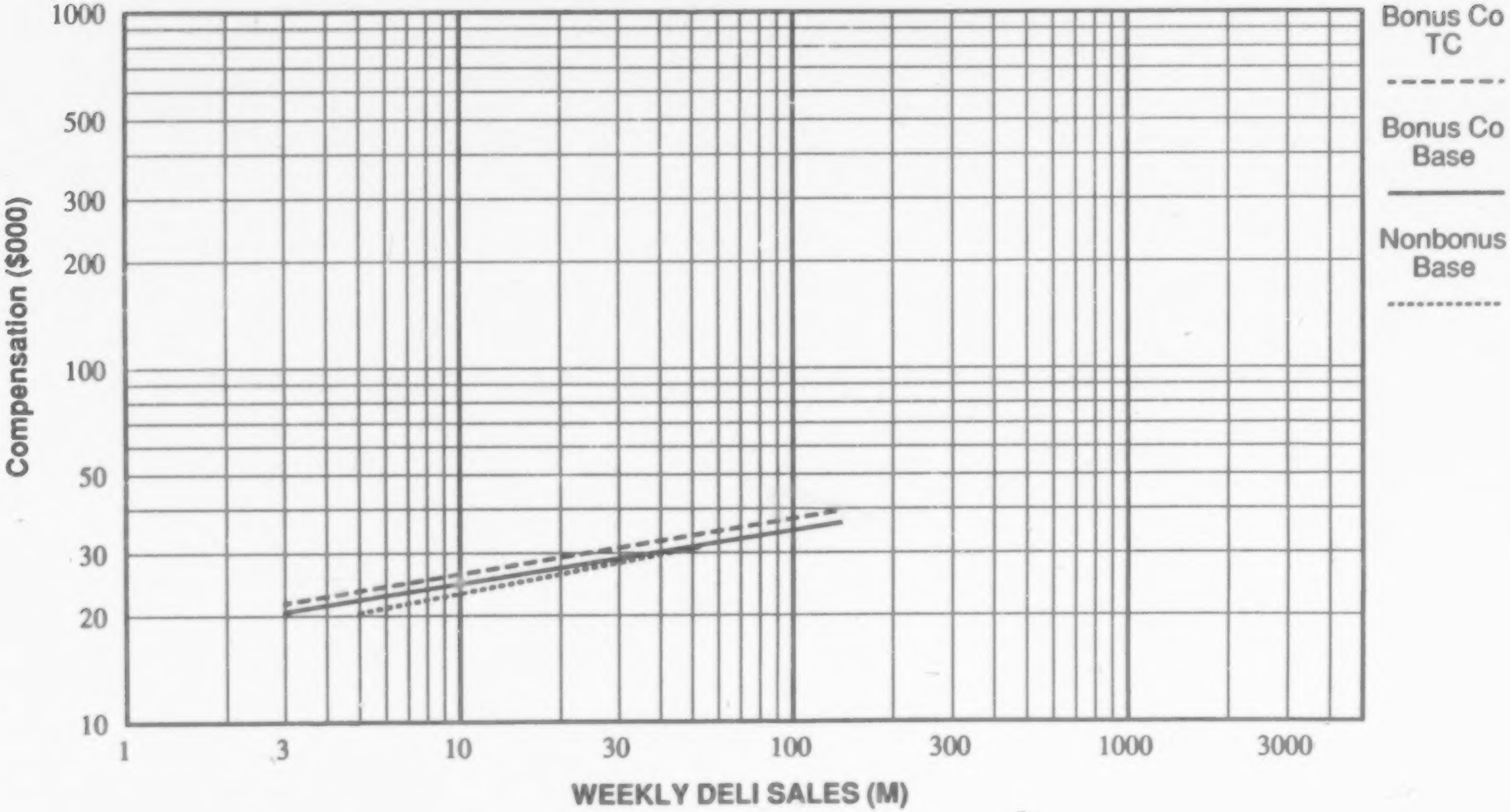
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED	$ 39.0	$ 0.0	$ 39.0					5.5	2.0		24.0	B	B
	37.2	0.0	37.2					5.5	2.0		24.0	B	B
	35.2	2.0	37.2					5.5	2.0		24.0	B	B
	33.1	4.1	37.2					5.5	2.0		24.0	B	B
	32.8	1.5	34.3					5.0		40.0	25.0	E	E
	29.7	3.0	32.7					5.0	1.0	40.0	13.0	E	E
	28.7	8.5	37.2					5.5	2.0		24.0	B	B
				$ 28.4	$ 23.9	$ 26.8	$ 29.9	5.0	1.0	40.0	12.0	E	E
				22.1				5.0	1.0	40.0	12.0	E	E
				21.8	21.8			5.0		40.0	12.0	D	D
	21.2	0.5	21.7										
	19.5	2.0	21.5										
	18.2	4.6	22.8										
	18.0	0.0	18.0		14.0		18.5	5.0	1.0	40.0			
	17.3	4.3	21.6										
				16.8	12.0		21.4	5.0		40.0	12.0	D	D
	16.0	0.0	16.0		9.0		17.0	5.0	1.0	40.0			
	14.3	1.4	15.7										
NO. IN POS: 400 WT'D AVG:	$ 28.3	$ 2.4	$ 30.7	$ 19.4									
NO. IN POS: 2260 $ 15.8 POSITION AVG:	$ 25.7	$ 3.2	$ 28.9	$ 24.5									

NOTE: This tabular exhibit and the trend line on the facing page reflect pay levels for all Deli Managers - union and nonunion combined.

Exhibits on the following pages show Deli Managers who are union members (pages 326 - 329) and those who are nonunion (pages 330 - 335).

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 51. DELI MANAGER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.44	.36	.40
Std. Error	1.14	1.17	1.14

	BonCoBase	TC	Nonbonus
Slope	.14331	.14812	.17433
Y-Int	1.25485	1.27831	1.19433

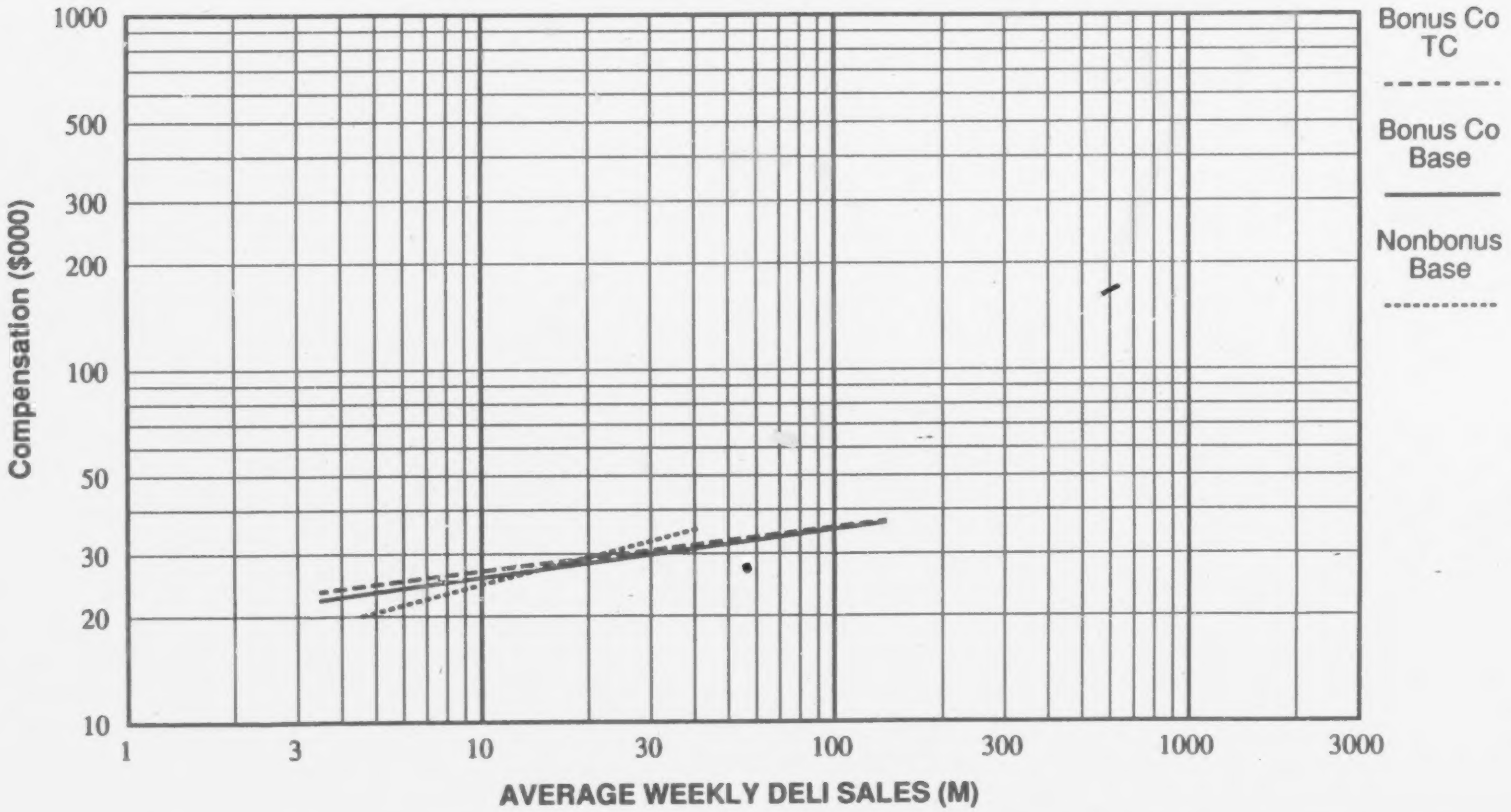
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER - UNION

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$25.0	$ 31.9	$ 2.9	$ 34.8					5.0	1.0	40.0	12.0	F	E
AND ABOVE	31.9	2.9	34.8					5.0	1.0	40.0	12.0	F	E
				$ 31.0				5.0	1.0	40.0	26.0	E	E
				31.0				5.0	1.0	40.0	26.0	E	E
	30.8	0.0	30.8					5.0	2.0	40.0	8.0		
	30.6	0.0	30.6					5.0	2.0	40.0	8.0		
	30.4	0.0	30.4					5.0	2.0	40.0	8.0		
	30.3	0.0	30.3					5.0	2.0	40.0	8.0		
				30.1				5.0	1.0	40.0	13.0	E	E
	29.7	0.5	30.2					5.0					F
NO. IN POS: 31													
$ 43.0 WT'D AVG:	$ 30.5	$ 0.4	$ 30.9	$ 30.8									
$24.9				$ 36.0				5.0		40.0		F	E
TO				31.0				5.0	1.0	40.0	26.0	E	E
$15.0				30.3				5.0	1.0	40.0	15.0	E	E
				29.7				5.0	1.0	40.0	13.0	E	E
	$ 29.7	$ 0.5	$ 30.2					5.0					F
	28.3	0.0	28.3					5.0	2.0	40.0	8.0		
				25.7				5.0	1.0	41.0	3.0	E	F
NO. IN POS: 162													
$ 22.3 WT'D AVG:	$ 29.4	$ 0.4	$ 29.8	$ 34.6									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER - UNION

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$14.9	$ 31.9	$ 2.9	$ 34.8					5.0	1.0	40.0	12.0	F	E
AND BELOW	31.9	2.9	34.8					5.0	1.0	40.0	12.0	F	E
				$ 31.0				5.0	1.0	40.0	26.0	E	E
	29.7	0.5	30.2					5.0					F
				29.5				5.0	1.0	40.0	13.0	E	E
				25.7				5.0	1.0	41.0	3.0	E	F
	22.5	0.9	23.4		$ 17.7	$ 21.7	$ 25.7	5.0		40.0			
				22.4				5.0		40.0		0.0	E
	22.1	2.1	24.2					5.0	1.0	40.0	8.0	E	E
				18.2				5.0	3.0	40.0	24.0		
				17.2	9.8	17.6	25.4					E	E
	17.0	0.0	17.0		16.3	17.2	18.2	5.0		40.0	2.0	E	E
NO. IN POS: 409													
$ 7.3 WT'D AVG:	$ 20.8	$ 0.9	$ 21.7	$ 21.3									
NO SCOPE REPORTED	$ 29.7	$ 3.0	$ 32.7					5.0	1.0	40.0	13.0	E	E
NO. IN POS: 152 WT'D													
NO. IN POS: 754													
$ 13.2 POSITION AVG:	$ 25.8	$ 1.9	$ 27.7	$ 26.2									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 51. DELI MANAGER - UNION



	BonCoBase	TC	Nonbonus
Coeff. Det.	.47	.35	.56
Std. Error	1.15	1.17	1.16

	BonCoBase	TC	Nonbonus
Slope	.13527	.12283	.25763
Y-Int	1.27468	1.30610	1.13233

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER - NONUNION

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$25.0 AND ABOVE	$ 36.8	$ 3.3	$ 40.1					5.0	1.0	40.0	12.0	E	E
	35.5	3.2	38.7					5.0	1.0	40.0	12.0	E	E
	33.6	3.6	37.2										
	30.7	1.5	32.2		$ 24.1	$ 30.3	$ 36.5	5.0	1.0	45.0			
				$ 29.5				5.0	1.0	40.0		D	D
	28.8	2.9	31.7		20.8		29.4	5.0	1.0	45.0	18.0	B	B
	28.1	0.0	28.1		24.5	30.6	36.8	5.5		45.0	1.0		
	28.1	0.9	29.0		24.1	30.3	36.5	5.0	1.0	45.0			
				28.0	27.3	28.0	28.6	5.0	1.0	40.0		D	D
	27.7	6.7	34.4		23.0		27.5	5.0		40.0	12.0	E	E
	27.5	4.3	31.8		23.0		27.5	5.0		40.0	12.0	E	E
	27.5	0.9	28.4		24.1	30.3	36.5	5.0	1.0	45.0			
				26.0				5.0	1.0	40.0	26.0	E	E
				25.5	23.9	26.3	28.6	5.0	1.0	40.0		D	D
				24.5				5.0		40.0		E	F
	23.5	4.0	27.5		23.3		25.0	5.0	1.0	43.0	.5	E	E
	17.5	1.2	18.7		22.0	27.8	33.4	5.0	3.0	60.0	24.0	100	D
NO. IN POS: 179													
$ 61.5 WT'D AVG:	$ 28.2	$ 2.3	$ 30.5	$ 26.5									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER - NONUNION

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9	$ 34.2	$ 3.1	$ 37.3					5.0	1.0	40.0	12.0	E	E
TO				$ 32.1	$ 24.1	$ 28.1	$ 32.1	5.5	2.0	44.0		B	C
$15.0				30.3	26.8	31.9	37.0	5.0	2.0	40.0	12.0	F	F
	30.2	3.3	33.5					6.0		47.1	15.0	B	
	29.6	15.7	45.3					5.5		45.0			
	28.3	0.0	28.3		26.5		30.7	5.0	1.0	45.0	12.0	E	E
	28.1	1.0	29.1		24.1	30.3	36.5	5.0	1.0	45.0			
				27.7				5.0	1.0	40.0		D	D
	27.5	2.0	29.5		23.0		27.5	5.0		40.0	12.0	E	E
	27.4	3.6	31.0		26.3		28.6	5.0	2.0	44.0	20.0	B	B
	27.3	0.5	27.8		15.6	21.7	27.8	5.0		43.0			
				25.9				5.0	1.0	40.0	26.0	E	E
				24.8				5.0	1.0	40.0	.5	E	E
				24.5				5.0		40.0		E	F
				23.7				5.0		40.0	4.0	E	E
	23.5	4.0	27.5		23.3		25.0	5.0	1.0	43.0	.5	E	E
				22.8				5.0		40.0	12.0		
				19.9				5.0	1.0	45.0	13.0	E	E
	19.8	0.8	20.6					5.0	2.0	41.5	26.0	E	E
NO. IN POS: 151													
$ 19.7 WT'D AVG:	$ 27.7	$ 4.3	$ 32.0	$ 27.0									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER - NONUNION

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$14.9 AND BELOW	$ 27.8	$ 0.9	$ 28.7		$ 21.0	$ 24.8	$ 28.5	5.2	.2	48.0	9.4	B	A
	27.5	0.0	27.5		25.0		28.9	5.0	1.0	45.0	12.0	E	E
	27.5	8.0	35.5		23.0		27.5	5.0		40.0	12.0	E	E
				$ 27.4	26.8	31.9	37.0	5.0	2.0	40.0	12.0	F	F
	27.1	0.0	27.1					5.0	1.0	40.0	26.0	E	E
	27.1	2.1	29.2					6.0		47.1	15.0	B	
	26.6	20.1	46.7					5.5		45.0			
	26.4	1.0	27.4		18.0	22.5	27.2	5.0	1.0	45.0			
	26.2	0.0	26.2		24.4		27.8	5.0	1.0	45.0	12.0	E	E
				25.6				5.0	1.0	40.0	26.0	E	E
				25.3				5.0	1.0	40.0		D	D
				24.6				5.0		40.0	4.0	E	E
				24.5				5.0		40.0		E	F
	24.4	0.0	24.4		24.2		26.8	5.0	1.0	45.0	12.0	E	E
	23.5	4.0	27.5		23.3		25.0	5.0	1.0	43.0	.5	E	E
	22.9	0.7	23.6		22.4	24.4	26.3	5.0	2.0	44.0	20.0	B	B
	22.9	0.9	23.8		17.4	22.6	27.7	5.0	2.0	45.0	26.0	B	E
				22.5				5.0	1.0	40.0	.5	E	E
				22.4				5.0	1.0	40.0	.5	E	E
	22.3	0.5	22.8		19.4	22.9	26.3	5.5	1.0	45.0	10.0		D
				20.8			20.8	5.0		40.0			
	20.4	0.3	20.7					5.5		50.0			
				20.4	16.6	19.8	23.0	5.0		40.0	12.0		
	19.0	1.6	20.6		15.3	18.7	22.1	5.5		44.0			
	18.9	1.6	20.5		15.3	18.7	22.1	5.5		44.0			
	18.6	0.5	19.1		15.6	21.7	27.8	5.0		39.3			
				17.2				5.0	1.0	45.0	13.0	E	E

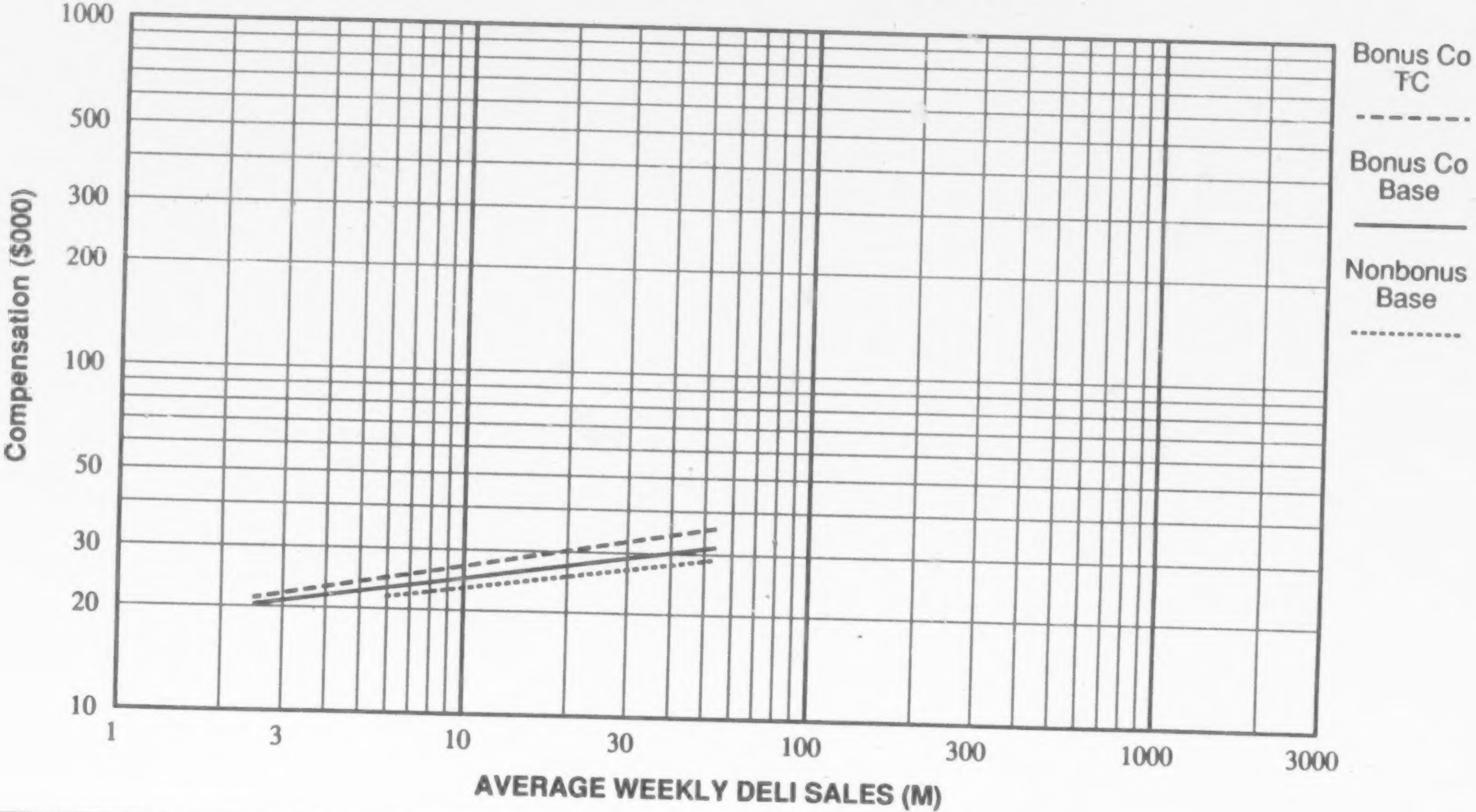
NO. IN POS: 928

$ 8.1 WT'D AVG:	$ 24.2	$ 4.2	$ 28.4	$ 21.6

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER - NONUNION

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED	$ 39.0	$ 0.0	$ 39.0					5.5	2.0		24.0	B	B
	37.2	0.0	37.2					5.5	2.0		24.0	B	B
	35.2	2.0	37.2					5.5	2.0		24.0	B	B
	33.1	4.1	37.2					5.5	2.0		24.0	B	B
	32.8	1.5	34.3					5.0		40.0	25.0	E	E
	28.7	8.5	37.2					5.5	2.0		24.0	B	B
				$ 28.4	$ 23.9	$ 26.8	$ 29.9	5.0	1.0	40.0	12.0	E	E
				22.1				5.0	1.0	40.0	12.0	E	E
				21.8	21.8			5.0		40.0	12.0	D	D
	21.2	0.5	21.7										
	19.5	2.0	21.5										
	18.2	4.6	22.8										
	18.0	0.0	18.0		14.0		18.5	5.0	1.0	40.0			
	17.3	4.3	21.6										
				16.8	12.0		21.4	5.0		40.0	12.0	D	D
	16.0	0.0	16.0		9.0		17.0	5.0	1.0	40.0			
	14.3	1.4	15.7										
NO. IN POS: 248 WT'D AVG:	$ 27.4	$ 1.9	$ 29.3	$ 19.4									
NO. IN POS: 1506 POSITION $ 17.1 AVG:	$ 25.7	$ 3.5	$ 29.2	$ 22.1									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 51. DELI MANAGER - NONUNION



	BonCoBase	TC	Nonbonus
Coeff. Det.	.41	.35	.31
Std. Error	1.14	1.19	1.13

	BonCoBase	TC	Nonbonus
Slope	.14358	.17058	.13197
Y-Int	1.25081	1.25869	1.23373

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - WAREHOUSE MANAGER (W/TRANSPORTATION)

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	DIV. V.P./MGR.	$ 88.0	$ 21.8	$109.8		$ 88.4	$117.8	$147.3
	GROUP EXEC.	83.7	9.9	93.6		64.8	81.0	101.2
	GROUP EXEC.	80.7	8.7	89.4		64.8	81.0	101.2
	VICE PRESIDENT	79.3	7.9	87.2		69.0	78.0	87.0
	DIV. V.P./MGR.	78.7	12.9	91.6		63.2	79.0	94.8
	DIV. V.P./MGR.	72.3	9.1	81.4		58.1	72.6	87.2
	DIV. V.P./MGR.	72.2	11.0	83.2		60.1	75.1	90.1
	DIV. V.P./MGR.	71.7	13.1	84.8		65.1	81.3	97.6
	REG. V.P./MGR.	68.7	19.6	88.3		55.4	67.7	79.9
	REG. V.P./MGR.	62.3	14.0	76.3		50.8	62.2	73.5
	VICE PRESIDENT	59.3	8.5	67.8				
	NO IN POSITION: 41							
$ 9096.7	WEIGHTED GROUP AVG:	$ 77.8	$ 14.2	$ 92.0				

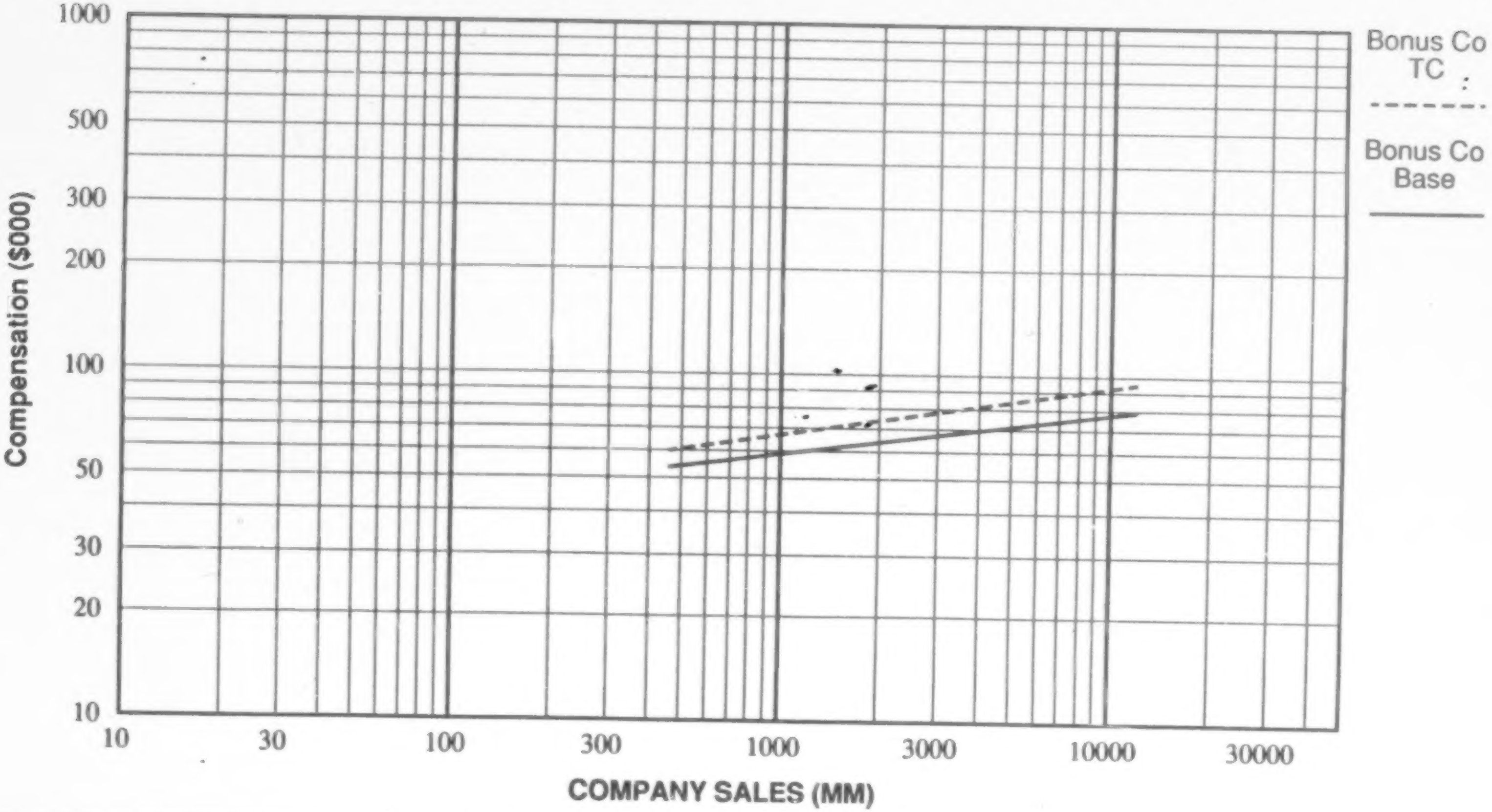
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - WAREHOUSE MANAGER (W/TRANSPORTATION)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	VICE PRESIDENT	$ 74.4	$ 0.0	$ 74.4		$ 62.4	$ 77.9	$ 93.5
TO	VICE PRESIDENT	71.5	14.0	85.5		61.3	75.7	90.1
$1000.0	C.O.O.	62.0	11.5	73.5				
	VICE PRESIDENT	61.0	9.1	70.1		57.7	71.3	84.7
	VICE PRESIDENT	60.2	19.1	79.3		51.3	64.1	76.9
	VICE PRESIDENT	55.0	16.5	71.5				
	EXEC. V.P.				$ 52.2			
	EXEC. V.P.	50.0	10.0	60.0				
	DIV. V.P./MGR.				47.3	34.9	41.9	48.9
	EXEC. V.P.				46.6			
	DIV. V.P./MGR.				45.5	30.6	36.7	42.8
	DIV. V.P./MGR.				42.0	34.9	41.9	48.9
	EXEC. V.P.				41.7			
	DIV. V.P./MGR.				41.0	30.6	36.7	42.8
	DIV. V.P./MGR.				40.0	30.6	36.7	42.8
	REG. V.P./MGR.	37.7	36.8	74.5				
	DIV. V.P./MGR.				37.0	30.6	36.7	42.8
	DIV. V.P./MGR.				35.5	30.6	36.7	42.8
	DIV. V.P./MGR.				35.5	30.6	36.7	42.8
	DIV. V.P./MGR.				30.0	30.6	36.7	42.8
	DIV. V.P./MGR.				28.3	30.6	36.7	42.8
	NO IN POSITION: 21							
$ 1793.6	WEIGHTED GROUP AVG:	$ 59.0	$ 14.6	$ 73.6	$ 40.2			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - WAREHOUSE MANAGER (W/TRANSPORTATION)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 AND BELOW	VICE PRESIDENT	$ 63.1	$ 6.3	$ 69.4				
	VICE PRESIDENT	63.0	12.7	75.7		$ 61.5	$ 75.4	$ 89.2
	ASST. V.P./DIR	59.0	3.8	62.8				
	CEO/PRESIDENT	57.6	15.2	72.8				
	VICE PRESIDENT	47.2	7.1	54.3		42.8	52.2	61.7
	VICE PRESIDENT	45.5	7.5	53.0		34.6	43.2	51.7
	CEO/PRESIDENT				$ 43.5			
					39.5	32.0	36.5	41.0
	VICE PRESIDENT	33.8	5.1	38.9				
	EXEC. V.P.	31.5	2.5	34.0				
	C.O.O.				30.7			
	MANAGER				27.7			
	MANAGER	23.5	0.5	24.0		24.0	27.0	30.0
	NO IN POSITION: 13							
$ 407.8	WEIGHTED GROUP AVG:	$ 47.1	$ 6.8	$ 53.9	$ 35.3			
	NO IN POSITION: 75							
$ 5545.7	POSITION AVERAGE:	$ 70.5	$ 13.1	$ 83.6	$ 39.1			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 52. WAREHOUSE MGR. (W/TRANSPORTATION)



	BonCoBase	TC	Nonbonus
Coeff. Det.	.55	.66	
Std. Error	1.13	1.13	

	BonCoBase	TC	Nonbonus
Slope	.11878	.14032	
Y-Int	1.41325	1.40516	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - WAREHOUSE MANAGER (W/TRANSPORTATION)

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
450.0	GROUP EXEC.	$ 83.7	$ 9.9	$ 93.6		$ 64.8	$ 81.0	$101.2
AND ABOVE	GROUP EXEC.	80.7	8.7	89.4		64.8	81.0	101.2
	DIV. V.P./MGR.	78.7	12.9	91.6		63.2	79.0	94.8
	DIV. V.P./MGR.	72.3	9.1	81.4		58.1	72.6	87.2
	DIV. V.P./MGR.	72.2	11.0	83.2		60.1	75.1	90.1
	DIV. V.P./MGR.	71.7	13.1	84.8		65.1	81.3	97.6
	VICE PRESIDENT	63.1	6.3	69.4				
	VICE PRESIDENT	63.0	12.7	75.7		61.5	75.4	89.2
	REG. V.P./MGR.	62.3	14.0	76.3		50.8	62.2	73.5
	EXEC. V.P.	50.0	10.0	60.0				
	NO IN POSITION:	24						
665.1	WEIGHTED GROUP AVG:	$ 73.7	$ 10.5	$ 84.1				

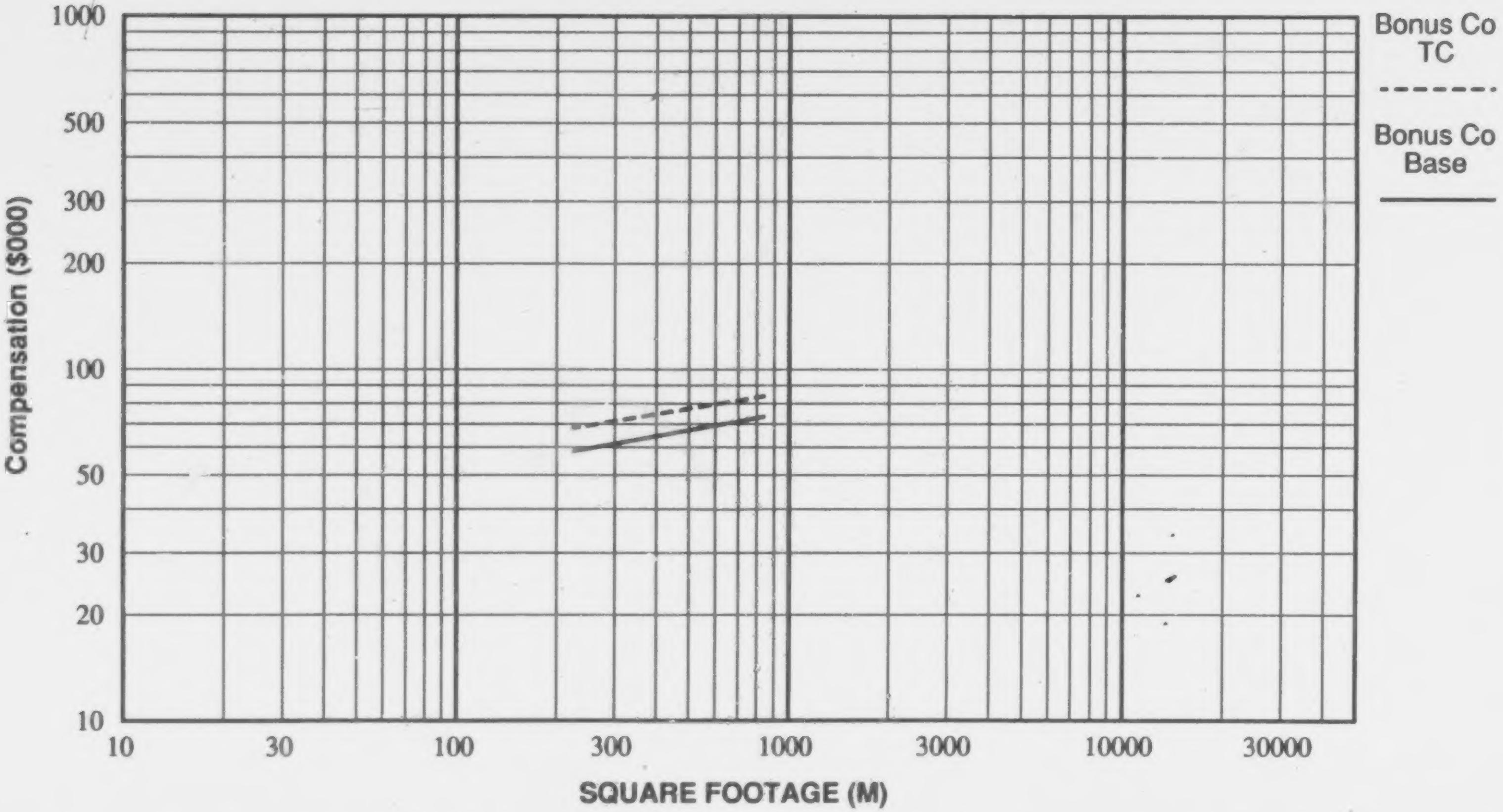
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - WAREHOUSE MANAGER (W/TRANSPORTATION)

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
449.9	DIV. V.P./MGR.	$ 88.0	$ 21.8	$109.8		$ 88.4	$117.8	$147.3
AND BELOW	VICE PRESIDENT	71.5	14.0	85.5		61.3	75.7	90.1
	REG. V.P./MGR.	68.7	19.6	88.3		55.4	67.7	79.9
	C.O.O.	62.0	11.5	73.5				
	VICE PRESIDENT	61.0	9.1	70.1		57.7	71.3	84.7
	VICE PRESIDENT	60.2	19.1	79.3		51.3	64.1	76.9
	VICE PRESIDENT	59.3	8.5	67.8				
	ASST. V.P./DIR	59.0	3.8	62.8				
	CEO/PRESIDENT	57.6	15.2	72.8				
	DIV. V.P./MGR.				$ 47.3	34.9	41.9	48.9
	VICE PRESIDENT	47.2	7.1	54.3		42.8	52.2	61.7
	DIV. V.P./MGR.				45.5	30.6	36.7	42.8
	DIV. V.P./MGR.				42.0	34.9	41.9	48.9
	DIV. V.P./MGR.				41.0	30.6	36.7	42.8
	DIV. V.P./MGR.				40.0	30.6	36.7	42.8
					39.5	32.0	36.5	41.0
	REG. V.P./MGR.	37.7	36.8	74.5				
	DIV. V.P./MGR.				37.0	30.6	36.7	42.8
	DIV. V.P./MGR.				35.5	30.6	36.7	42.8
	DIV. V.P./MGR.				35.5	30.6	36.7	42.8
	EXEC. V.P.	31.5	2.5	34.0				
	C.O.O.				30.7			
	DIV. V.P./MGR.				30.0	30.6	36.7	42.8
	DIV. V.P./MGR.				28.3	30.6	36.7	42.8
	MANAGER				27.7			
	MANAGER	23.5	0.5	24.0		24.0	27.0	30.0
	NO IN POSITION: 40							
282.6	WEIGHTED GROUP AVG:	$ 69.4	$ 16.8	$ 86.2	$ 36.9			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - WAREHOUSE MANAGER (W/TRANSPORTATION)

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 79.3	$ 7.9	$ 87.2		$ 69.0	$ 78.0	$ 87.0
	VICE PRESIDENT	74.4	0.0	74.4		62.4	77.9	93.5
	VICE PRESIDENT	55.0	16.5	71.5				
	EXEC. V.P.				$ 52.2			
	EXEC. V.P.				46.6			
	VICE PRESIDENT	45.5	7.5	53.0		34.6	43.2	51.7
	CEO/PRESIDENT				43.5			
	EXEC. V.P.				41.7			
	VICE PRESIDENT	33.8	5.1	38.9				
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 63.8	$ 7.5	$ 71.3	$ 46.0			
	NO IN POSITION: 75							
426.1	POSITION AVERAGE:	$ 70.5	$ 13.1	$ 83.6	$ 39.1			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 52. WAREHOUSE MGR. (W/TRANSPORTATION)



	BonCoBase	TC	Nonbonus
Coeff. Det.	.19	.21	
Std. Error	1.17	1.15	

	BonCoBase	TC	Nonbonus
Slope	.17109	.16081	
Y-Int	1.36508	1.45411	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - WAREHOUSE MANAGER (WITHOUT TRANS.)

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2500.0 AND ABOVE	VICE PRESIDENT	$100.5	$ 19.0	$119.5		$ 69.7	$ 88.9	$108.0
	VICE PRESIDENT	93.0	19.9	112.9		72.2	90.2	108.3
	SENIOR V.P.	85.6	8.5	94.1		56.9	71.2	85.4
	VICE PRESIDENT	81.1	14.9	96.0		57.6	73.5	89.3
	VICE PRESIDENT	74.2	13.1	87.3		45.2	58.9	72.5
	VICE PRESIDENT	70.8	10.8	81.6		45.2	58.9	72.5
	VICE PRESIDENT	70.0	9.5	79.5		47.9	62.2	76.4
	VICE PRESIDENT	65.9	14.6	80.5		49.9	61.9	73.8
	VICE PRESIDENT	63.7	5.5	69.2		46.8	58.4	70.1
	EXEC. V.P.	63.6	0.0	63.6				
	VICE PRESIDENT	59.7	11.8	71.5		46.7	57.9	68.6
	VICE PRESIDENT	57.5	8.5	66.0				
	VICE PRESIDENT	56.6	4.0	60.6		46.8	58.4	70.1
	MANAGER				$ 55.3	39.4	50.2	61.0
	VICE PRESIDENT	54.5	0.0	54.5		45.2	58.9	72.5
	ASST. V.P./DIR	51.1	7.1	58.2		49.7	55.9	61.9
	MANAGER	47.3	1.8	49.1		42.0	56.0	70.1
	NO IN POSITION: 45							
$ 5620.6	WEIGHTED GROUP AVG:	$ 61.9	$ 8.4	$ 70.3	$ 55.3			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

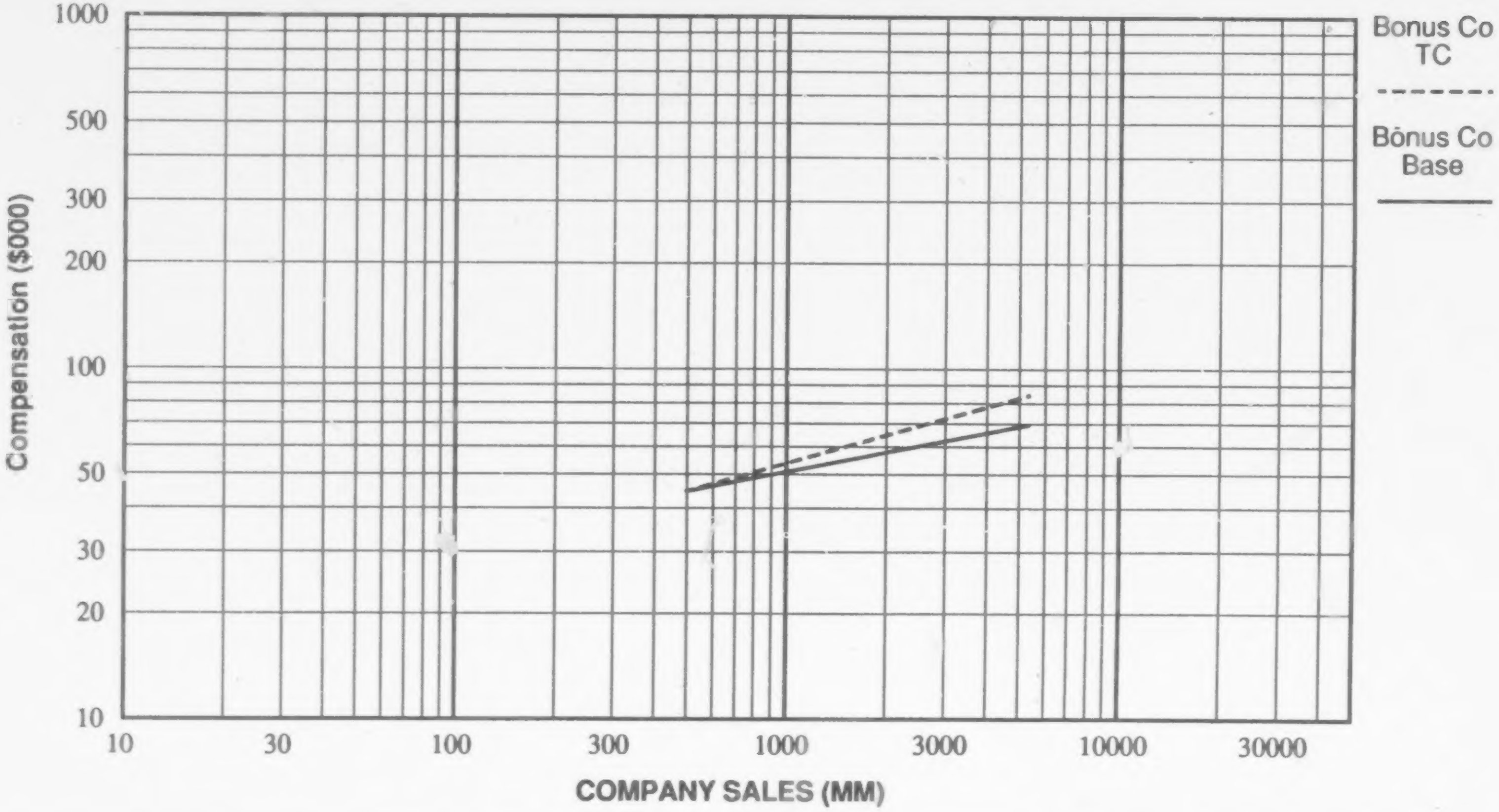
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	VICE PRESIDENT	$ 66.6	$ 21.2	$ 87.8		$ 51.3	$ 64.1	$ 76.9
TO	VICE PRESIDENT				$ 65.4	53.6	69.4	85.3
$1000.0	SENIOR V.P.	63.1	7.9	71.0				
	SENIOR V.P.	59.5	6.2	65.7		53.0	65.6	78.0
	VICE PRESIDENT	56.2	0.0	56.2		55.8	69.8	83.8
	VICE PRESIDENT	56.2	0.0	56.2		55.8	69.8	83.8
	GROUP EXEC.	56.1	10.8	66.9		57.3	71.6	85.9
	EXEC. V.P.				55.5			
	C.O.O.	53.0	9.8	62.8				
	C.O.O.	52.4	9.3	61.7				
	C.O.O.	51.0	6.1	57.1				
	MANAGER	51.0	4.9	55.9		48.7	59.4	70.2
		50.5	3.5	54.0		39.9	50.2	60.5
	EXEC. V.P.	50.0	8.0	58.0				
	C.O.O.	49.5	5.9	55.4				
	MANAGER				45.3			
	VICE PRESIDENT	45.2	5.0	50.2				
	VICE PRESIDENT	45.1	0.0	45.1		42.5	50.0	57.5
	C.O.O.	45.0	5.4	50.4				
	ASST. V.P./DIR	43.2	2.1	45.3		37.4	49.8	62.3
	EXEC. V.P.				43.0			
	C.O.O.	41.6	3.0	44.6				
	CEO/PRESIDENT	39.4	31.9	71.3				
	VICE PRESIDENT	39.0	0.0	39.0		33.5	39.5	45.4
	VICE PRESIDENT	37.4	1.1	38.5		33.5	39.5	45.4
	NO IN POSITION:	37						
$ 1328.7	WEIGHTED GROUP AVG:	$ 49.9	$ 6.1	$ 56.0	$ 52.9			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - WAREHOUSE MANAGER (WITHOUT TRANS.)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 AND BELOW	SENIOR V.P.	$ 80.0	$ 0.0	$ 80.0				
	VICE PRESIDENT	61.2	16.3	77.5		$ 46.0	$ 56.5	$ 66.9
	VICE PRESIDENT	57.4	9.4	66.8		43.5	57.6	71.7
	GROUP EXEC.	57.0	9.3	66.3		43.6	55.3	67.0
	VICE PRESIDENT	54.0	2.0	56.0		36.6	44.6	54.3
	EXEC. V.P.	52.8	5.0	57.8				
	VICE PRESIDENT	47.0	0.0	47.0		37.7	48.1	58.5
	ASST. V.P./DIR	47.0	10.7	57.7		43.5	53.3	63.1
	ASST. V.P./DIR	46.6	0.0	46.6		41.6		54.0
	VICE PRESIDENT				$ 45.7	32.4	40.5	48.6
	VICE PRESIDENT	45.3	7.5	52.8		34.6	43.2	51.7
	VICE PRESIDENT	44.3	9.3	53.6		36.1	45.6	54.9
	SENIOR V.P.				44.0			
	VICE PRESIDENT	43.0	0.0	43.0		37.7	48.1	58.5
	VICE PRESIDENT	42.6	11.3	53.9				
	VICE PRESIDENT	42.3	0.0	42.3		37.7	48.1	58.5
	VICE PRESIDENT	41.9	0.0	41.9		37.7	48.1	58.5
	VICE PRESIDENT	41.0	6.2	47.2		40.3	49.0	57.8
	VICE PRESIDENT	40.6	2.9	43.5				
	ASST. V.P./DIR				34.5	29.0	36.2	43.5
	NO IN POSITION: 31							
$ 755.9	WEIGHTED GROUP AVG:	$ 49.4	$ 5.0	$ 54.4	$ 42.5			
	NO IN POSITION: 113							
$ 2880.7	POSITION AVERAGE:	$ 54.8	$ 6.8	$ 61.6	$ 51.2			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 53. WAREHOUSE MANAGER (WITHOUT TRANS.)



	BonCoBase	TC	Nonbonus
Coeff. Det.	.29	.44	
Std. Error	1.22	1.21	

	BonCoBase	TC	Nonbonus
Slope	.18563	.26838	
Y-Int	1.15030	0.92607	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - WAREHOUSE MANAGER (WITHOUT TRANS.)

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
500.0 AND ABOVE	VICE PRESIDENT	$ 66.6	$ 21.2	$ 87.8		$ 51.3	$ 64.1	$ 76.9
	VICE PRESIDENT	63.7	5.5	69.2		46.8	58.4	70.1
	VICE PRESIDENT	57.5	8.5	66.0				
	VICE PRESIDENT	57.4	9.4	66.8		43.5	57.6	71.7
	VICE PRESIDENT	54.0	2.0	56.0		36	44.6	54.3
	C.O.O.	53.0	9.8	62.8				
	ASST. V.P./DIR	51.1	7.1	58.2		49.7	55.9	61.9
	EXEC. V.P.	50.0	8.0	58.0				
	ASST. V.P./DIR	47.0	10.7	57.7		43.5	53.3	63.1
	ASST. V.P./DIR	46.6	0.0	46.6		41.6		54.0
	VICE PRESIDENT	45.2	5.0	50.2				
	VICE PRESIDENT	45.1	0.0	45.1		42.5	50.0	57.5
	SENIOR V.P.				$ 44.0			
	CEO/PRESIDENT	39.4	31.9	71.3				
	NO IN POSITION: 30							
792.5	WEIGHTED GROUP AVG:	$ 51.5	$ 6.8	$ 58.3	$ 44.0			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
499.9 TO 300.0	VICE PRESIDENT	$ 93.0	$ 19.9	$112.9		$ 72.2	$ 90.2	$108.3
	VICE PRESIDENT	65.9	14.6	80.5		49.9	61.9	73.8
	SENIOR V.P.	59.5	6.2	65.7		53.0	65.6	78.0
	VICE PRESIDENT	56.6	4.0	60.6		46.8	58.4	70.1
	VICE PRESIDENT	56.2	0.0	56.2		55.8	69.8	83.8
	EXEC. V.P.	52.8	5.0	57.8				
	C.O.O.	52.4	9.3	61.7				
	MANAGER	51.0	4.9	55.9		48.7	59.4	70.2
	VICE PRESIDENT	47.0	0.0	47.0		37.7	48.1	58.5
	VICE PRESIDENT	44.3	9.3	53.6		36.1	45.6	54.9
	NO IN POSITION: 15							
362.8	WEIGHTED GROUP AVG:	$ 63.7	$ 9.9	$ 73.6				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - WAREHOUSE MANAGER (WITHOUT TRANS.)

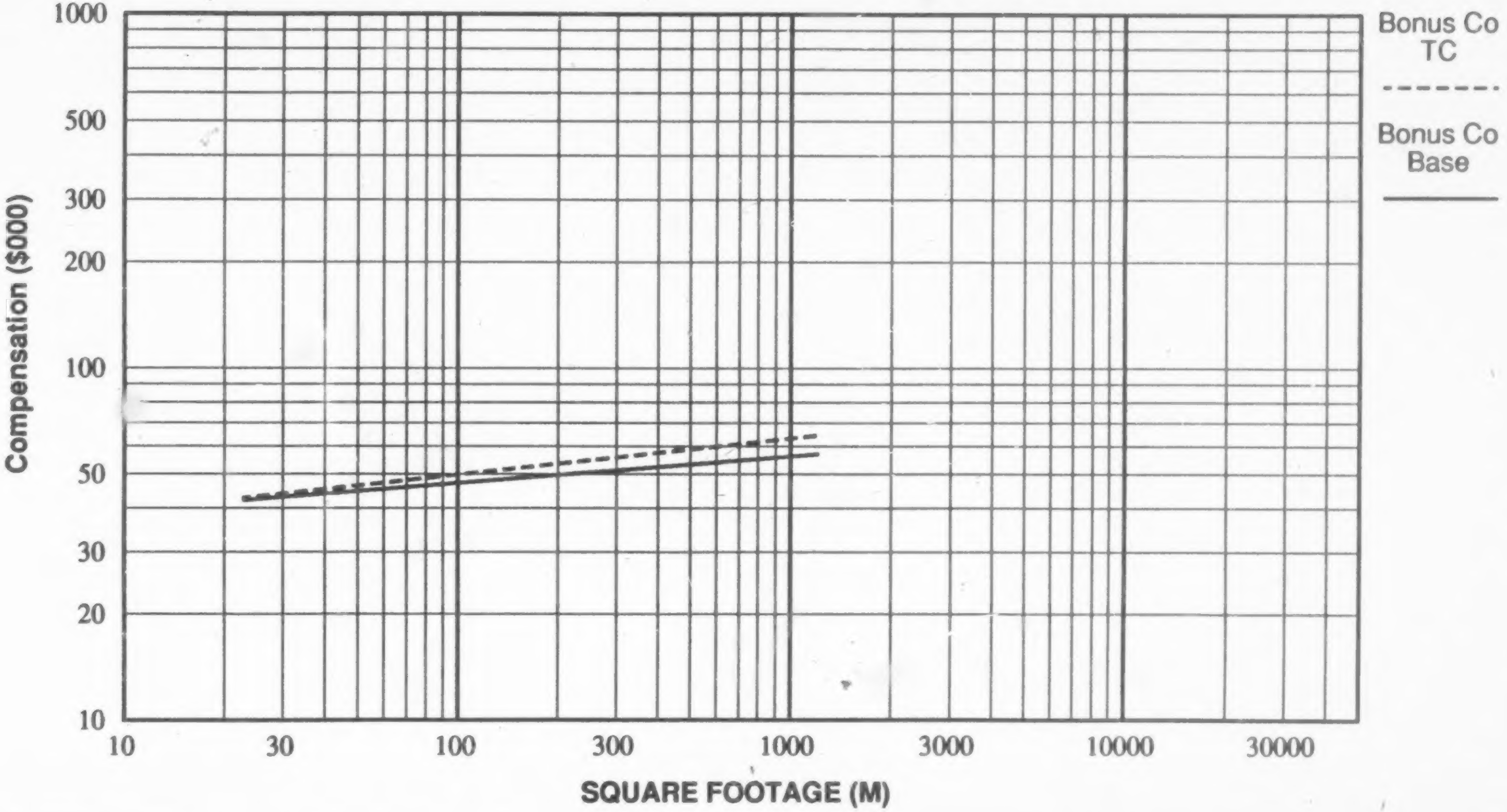
SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
299.9	SENIOR V.P.	$ 80.0	$ 0.0	$ 80.0				
AND BELOW	VICE PRESIDENT	59.7	11.8	71.5		$ 46.7	$ 57.9	$ 68.6
	VICE PRESIDENT	56.2	0.0	56.2		55.8	69.8	83.8
	MANAGER				$ 55.3	39.4	50.2	61.0
	C.O.O.	51.0	6.1	57.1				
	C.O.O.	49.5	5.9	55.4				
	MANAGER				45.3			
	C.O.O.	45.0	5.4	50.4				
	VICE PRESIDENT	43.0	0.0	43.0		37.7	48.1	58.5
	VICE PRESIDENT	42.6	11.3	53.9				
	VICE PRESIDENT	42.3	0.0	42.3		37.7	48.1	58.5
	VICE PRESIDENT	41.9	0.0	41.9		37.7	48.1	58.5
	C.O.O.	41.6	3.0	44.6				
	VICE PRESIDENT	41.0	6.2	47.2		40.3	49.0	57.8
	VICE PRESIDENT	39.0	0.0	39.0		33.5	39.5	45.4
	VICE PRESIDENT	37.4	1.1	38.5		33.5	39.5	45.4
	ASST. V.P./DIR				34.5	29.0	36.2	43.5
	NO IN POSITION:	27						
156.2	WEIGHTED GROUP AVG:	$ 47.6	$ 4.5	$ 52.1	$ 49.2			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - WAREHOUSE MANAGER (WITHOUT TRANS.)

SCOPE SQUARE FOOTAGE (THOU)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
NO SCOPE REPORTED	VICE PRESIDENT	$100.5	$ 19.0	$119.5		$ 69.7	$ 88.9	$108.0
	SENIOR V.P.	85.6	8.5	94.1		56.9	71.2	85.4
	VICE PRESIDENT	81.1	14.9	96.0		57.6	73.5	89.3
	VICE PRESIDENT	74.2	13.1	87.3		45.2	58.9	72.5
	VICE PRESIDENT	70.8	10.8	81.6		45.2	58.9	72.5
	VICE PRESIDENT	70.0	9.5	79.5		47.9	62.2	76.4
	VICE PRESIDENT				$ 65.4	53.6	69.4	85.3
	EXEC. V.P.	63.6	0.0	63.6				
	SENIOR V.P.	63.1	7.9	71.0				
	VICE PRESIDENT	61.2	16.3	77.5		46.0	56.5	66.9
	GROUP EXEC.	57.0	9.3	66.3		43.6	55.3	67.0
	GROUP EXEC.	56.1	10.8	66.9		57.3	71.6	85.9
	EXEC. V.P.				55.5			
	VICE PRESIDENT	54.5	0.0	54.5		45.2	58.9	72.5
		50.5	3.5	54.0		39.9	50.2	60.5
	MANAGER	47.3	1.8	49.1		42.0	56.0	70.1
	VICE PRESIDENT				45.7	32.4	40.5	48.6
	VICE PRESIDENT	45.3	7.5	52.8		34.6	43.2	51.7
	ASST. V.P./DIR	43.2	2.1	45.3		37.4	49.8	62.3
	EXEC. V.P.				43.0			
	VICE PRESIDENT	40.6	2.9	43.5				
	NO IN POSITION: 41							
	WEIGHTED GROUP AVG:	$ 57.2	$ 6.6	$ 63.8	$ 55.2			
	NO IN POSITION: 113							
464.4	POSITION AVERAGE:	$ 54.8	$ 6.8	$ 61.6	$ 51.2			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 53. WAREHOUSE MANAGER (WITHOUT TRANS.)



	BonCoBase	TC	Nonbonus
Coeff. Det.	.23	.28	
Std. Error	1.16	1.19	

	BonCoBase	TC	Nonbonus
Slope	.07678	.10407	
Y-Int	1.51952	1.48836	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACY DIRECTOR

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$1500.0 AND ABOVE	SENIOR V.P.	$ 95.0	$ 14.3	$109.3				
	VICE PRESIDENT	85.0	52.1	137.1		$ 62.6	$ 78.3	$ 93.9
	DIV. V.P./MGR.	84.0	18.1	102.1		65.2	83.2	101.1
	VICE PRESIDENT	79.1	14.0	93.1		65.1	81.4	97.7
	VICE PRESIDENT	66.4	16.9	83.3		63.5	77.7	91.9
	SENIOR V.P.	65.5	12.8	78.3				
	VICE PRESIDENT	62.6	0.0	62.6				
	VICE PRESIDENT	62.0	9.3	71.3		59.7	79.6	99.5
	VICE PRESIDENT	62.0	38.2	100.2		43.8	56.9	70.0
	MANAGER	57.5	12.5	70.0		40.6	50.7	60.8
	NO IN POSITION:	10						
$ 3982.3	WEIGHTED GROUP AVG:	$ 71.9	$ 18.8	$ 90.7				

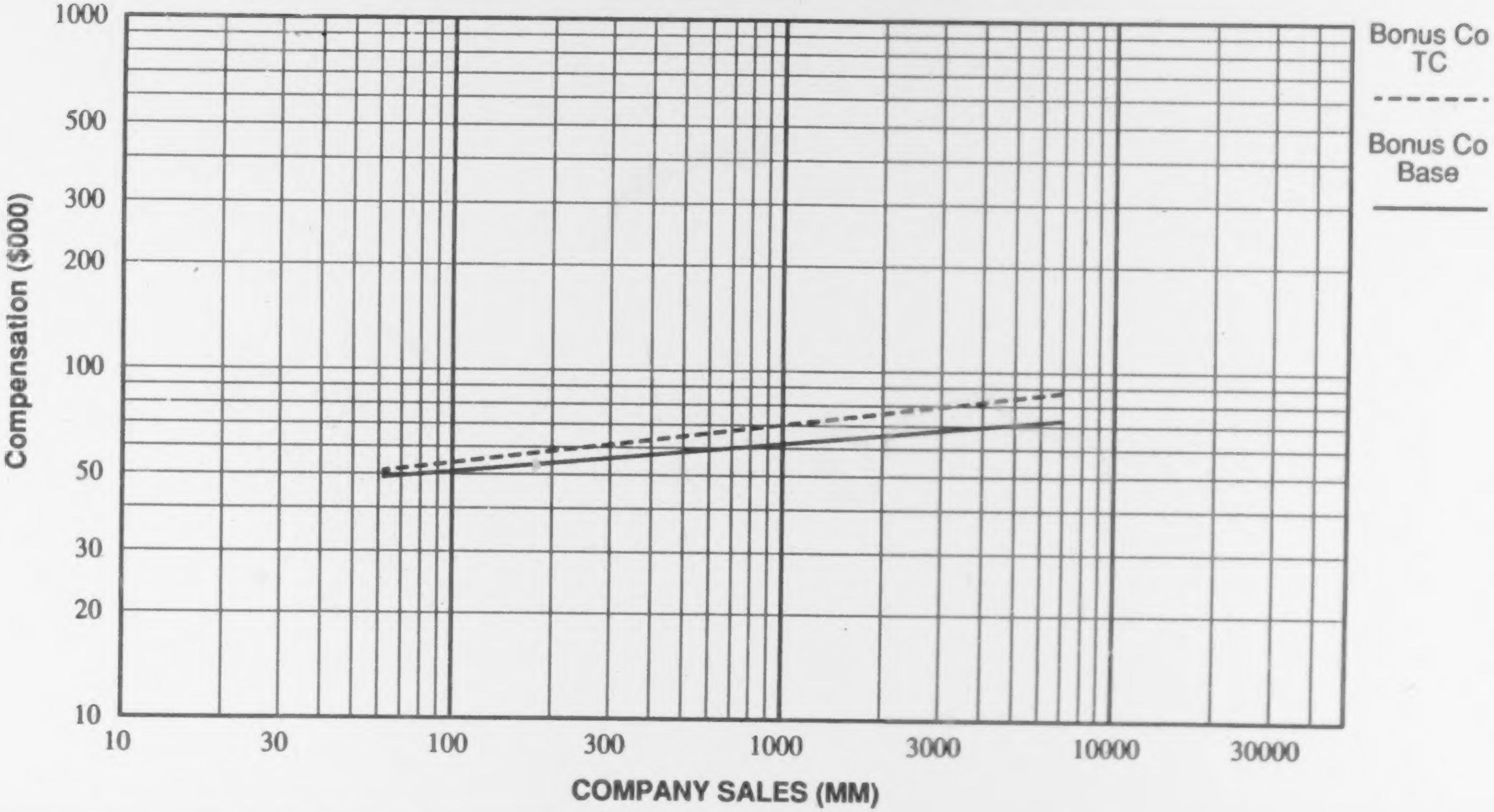
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACY DIRECTOR

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1499.9	CEO/PRESIDENT	$ 84.0	$ 25.2	$109.2				
TO	EXEC. V.P.	68.0	12.0	80.0		$ 51.4	$ 64.2	$ 77.0
$500.0	EXEC. V.P.	67.0	13.4	80.4				
	SENIOR V.P.				$ 65.0			
		65.0	4.6	69.6		47.2	59.2	71.2
	SENIOR V.P.	63.6	0.1	63.7		45.5	56.8	68.2
	VICE PRESIDENT	63.0	0.0	63.0		55.0	60.0	65.0
	ASST. V.P./DIR	63.0	18.0	81.0		46.0	57.5	69.0
	VICE PRESIDENT	62.7	0.0	62.7		49.5	61.8	74.2
	VICE PRESIDENT	60.7	20.4	81.1				
	EXEC. V.P.	60.6	10.1	70.7		43.5	57.6	71.7
	ASST. V.P./DIR	52.8	9.0	61.8		40.7	49.2	57.6
	SENIOR V.P.				52.5			
	VICE PRESIDENT	52.3	4.5	56.8				
	SENIOR V.P.	50.0	0.0	50.0		34.7	45.5	56.3
	ASST. V.P./DIR				50.0			
	NO IN POSITION: 16							
$ 942.5	WEIGHTED GROUP AVG:	$ 62.5	$ 9.0	$ 71.5	$ 55.8			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACY DIRECTOR

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$499.9 AND BELOW	CEO/PRESIDENT	$ 60.3	$ 30.0	$ 90.3				
	VICE PRESIDENT	59.7	2.0	61.7				
	SENIOR V.P.	57.9	1.2	59.1				
	ASST. V.P./DIR	57.6	17.0	74.6		$ 47.9	$ 60.7	$ 73.5
	ASST. V.P./DIR	54.6	5.0	59.6				
	GROUP EXEC.	54.0	4.0	58.0		54.0	56.0	58.0
	EXEC. V.P.				$ 51.0			
	ASST. V.P./DIR	50.9	16.8	67.7				
	VICE PRESIDENT	48.1	7.2	55.3		44.2		53.0
	CEO/PRESIDENT	47.0	9.4	56.4		46.0	56.5	67.0
	MANAGER	46.8	0.5	47.3		41.6	44.2	46.8
	NO IN POSITION:	11						
$ 263.8	WEIGHTED GROUP AVG:	$ 53.7	$ 9.3	$ 63.0	$ 51.0			
	NO IN POSITION:	37						
$ 1562.3	POSITION AVERAGE:	$ 62.7	$ 12.1	$ 74.8	$ 54.6			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 54. PHARMACY DIRECTOR



	BonCoBase	TC	Nonbonus
Coeff. Det.	.40	.48	
Std. Error	1.13	1.15	

	BonCoBase	TC	Nonbonus
Slope	.08500	.11365	
Y-Int	1.53699	1.50431	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACY DIRECTOR

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$15.0 AND ABOVE	SENIOR V.P.	$ 95.0	$ 14.3	$109.3				
	CEO/PRESIDENT	84.0	25.2	109.2				
	DIV. V.P./MGR.	84.0	18.1	102.1		$ 65.2	$ 83.2	$101.1
	VICE PRESIDENT	79.1	14.0	93.1		65.1	81.4	97.7
	VICE PRESIDENT	66.4	16.9	83.3		63.5	77.7	91.9
	SENIOR V.P.				$ 65.0			
	VICE PRESIDENT	62.0	38.2	100.2		43.8	56.9	70.0
	ASST. V.P./DIR	50.9	16.8	67.7				
	SENIOR V.P.	50.0	0.0	50.0		34.7	45.5	56.3
	VICE PRESIDENT	48.1	7.2	55.3		44.2		53.0
	CEO/PRESIDENT	47.0	9.4	56.4		46.0	56.5	67.0
	NO IN POSITION: 11							
$ 64.7	WEIGHTED GROUP AVG:	$ 66.7	$ 16.0	$ 82.7	$ 65.0			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACY DIRECTOR

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$14.9 AND BELOW	EXEC. V.P.	$ 68.0	$ 12.0	$ 80.0		$ 51.4	$ 64.2	$ 77.0
	SENIOR V.P.	65.5	12.8	78.3				
	VICE PRESIDENT	63.0	0.0	63.0		55.0	60.0	65.0
	VICE PRESIDENT	62.7	0.0	62.7		49.5	61.8	74.2
	VICE PRESIDENT	60.7	20.4	81.1				
	EXEC. V.P.	60.6	10.1	70.7		43.5	57.6	71.7
	CEO/PRESIDENT	60.3	30.0	90.3				
	VICE PRESIDENT	59.7	2.0	61.7				
	SENIOR V.P.	57.9	1.2	59.1				
	ASST. V.P./DIR	57.6	17.0	74.6		47.9	60.7	73.5
	MANAGER	57.5	12.5	70.0		40.6	50.7	60.8
	ASST. V.P./DIR	54.6	5.0	59.6				
	GROUP EXEC.	54.0	4.0	58.0		54.0	56.0	58.0
	ASST. V.P./DIR	52.8	9.0	61.8		40.7	49.2	57.6
	VICE PRESIDENT	52.3	4.5	56.8				
	ASST. V.P./DIR				$ 50.0			
	MANAGER	46.8	0.5	47.3		41.6	44.2	46.8
	NO IN POSITION:	17						
$ 3.8	WEIGHTED GROUP AVG:	$ 58.4	$ 8.8	$ 67.2	$ 50.0			

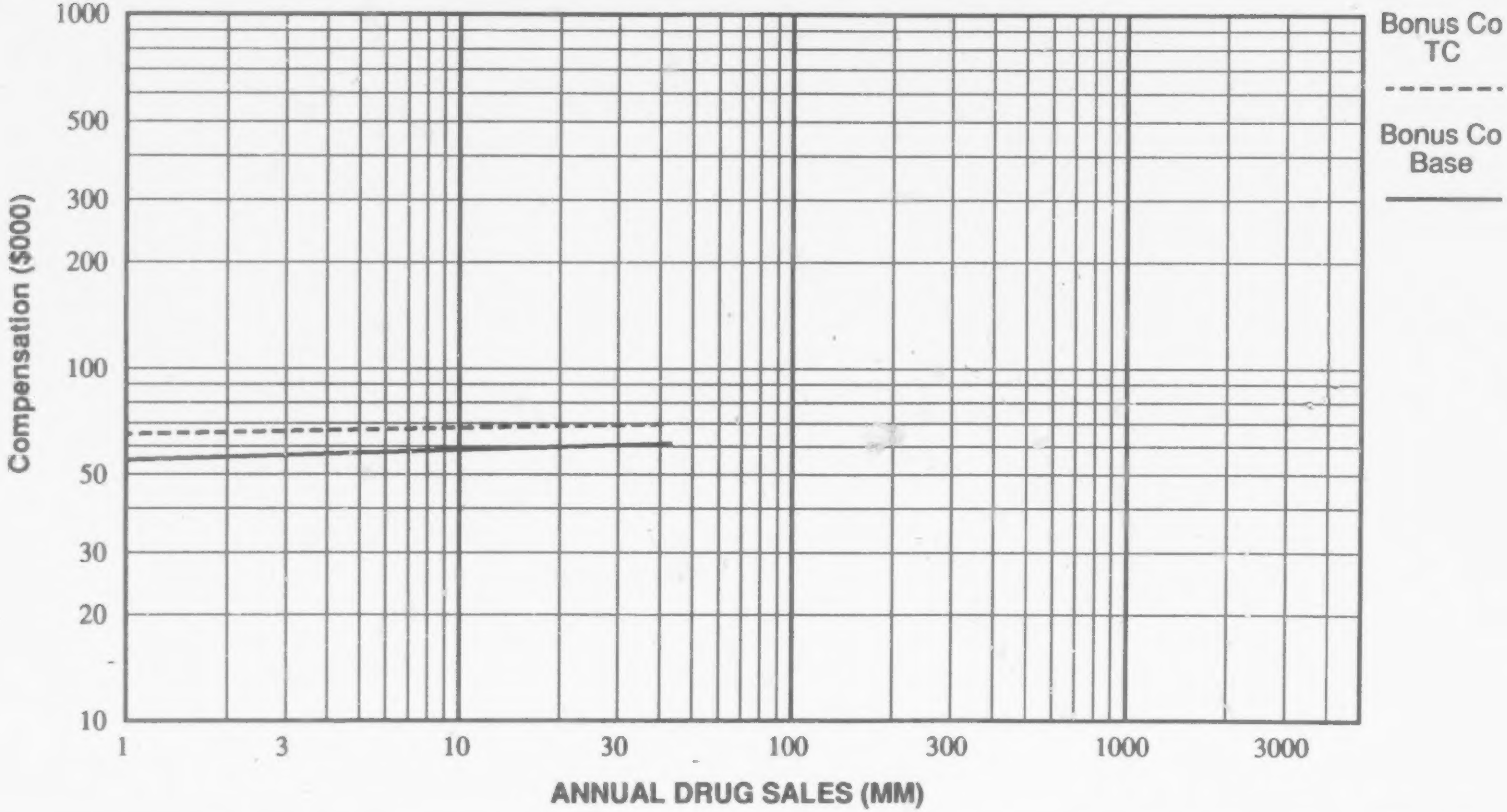
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACY DIRECTOR

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 85.0	$ 52.1	$137.1		$ 62.6	$ 78.3	$ 93.9
	EXEC. V.P.	67.0	13.4	80.4				
		65.0	4.6	69.6		47.2	59.2	71.2
	SENIOR V.P.	63.6	0.1	63.7		45.5	56.8	68.2
	ASST. V.P./DIR	63.0	18.0	81.0		46.0	57.5	69.0
	VICE PRESIDENT	62.6	0.0	62.6				
	VICE PRESIDENT	62.0	9.3	71.3		59.7	79.6	99.5
	SENIOR V.P.				$ 52.5			
	EXEC. V.P.				51.0			
	NO IN POSITION: 9							
	WEIGHTED GROUP AVG:	$ 66.9	$ 13.9	$ 80.8	$ 51.8			
	NO IN POSITION: 37							
$ 27.7	POSITION AVERAGE:	$ 62.7	$ 12.1	$ 74.8	$ 54.6			

FOOD MARKETING INSTITUTE

1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 54. PHARMACY DIRECTOR



	BonCoBase	TC	Nonbonus
Coeff. Det.	.06	.01	
Std. Error	1.15	1.20	

	BonCoBase	TC	Nonbonus
Slope	.02727	.01705	
Y-Int	1.74105	1.81602	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 55 - PHARMACIST

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$35.0	MANAGER				$ 53.9	$ 30.9	$ 39.4	$ 47.8
AND ABOVE	MANAGER				53.0	30.9	39.4	47.8
	MANAGER	$ 49.0	$ 2.0	$ 51.0				
	MANAGER	48.5	1.3	49.8				
	MANAGER	48.0	1.3	49.3				
	MANAGER	46.0	1.6	47.6		40.0	43.5	47.0
	MANAGER				45.8			
	MANAGER				45.8			
	NO IN POSITION: 42							
$ 58.3	WEIGHTED GROUP AVG:	$ 47.4	$ 1.4	$ 48.8	$ 51.1			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 55 - PHARMACIST

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$34.9	ASST. V.P./DIR	$ 54.9	$ 4.3	$ 59.2		$ 45.0	$ 55.0	$ 65.0
TO	MANAGER				$ 52.8	30.9	39.4	47.8
$15.0	MANAGER				52.2	30.9	39.4	47.8
	DIST.MANAGER				49.0			
	GROUP EXEC.				49.0			49.0
	MANAGER				47.9	38.2	47.8	57.4
	MANAGER				46.8	46.8	46.8	46.8
		46.1	10.2	56.3				
	MANAGER	45.7	1.3	47.0		40.0	43.5	47.0
	MANAGER	45.2	1.4	46.6		40.0	43.5	47.0
	MANAGER				44.0			
	MANAGER	43.6	2.9	46.5				
	MANAGER	43.4	4.5	47.9		39.7		47.3
	MANAGER	40.9	0.0	40.9				
	NO IN POSITION: 396							
$ 19.1	WEIGHTED GROUP AVG:	$ 45.1	$ 3.5	$ 48.6	$ 49.2			
$14.9	MANAGER				$ 51.5	$ 30.9	$ 39.4	$ 47.8
TO	DIST.MANAGER				50.0	48.0	50.0	52.0
$10.0	GROUP EXEC.				49.0			49.0
	MANAGER				46.8	38.2	47.8	57.4
	MANAGER	$ 46.7	$ 0.[illegible]	[illegible]6.7		39.1	46.0	52.9
	ASST. V.P./DIR				46.5			
	MANAGER	44.2	1.2	45.4		40.0	43.5	47.0
	MANAGER	43.9	1.3	45.2				
	VICE PRESIDENT	41.4	10.1	51.5		36.0	40.0	44.0
	NO IN POSITION: 94							
$ 11.3	WEIGHTED GROUP AVG:	$ 45.3	$ 0.9	$ 46.2	$ 48.8			

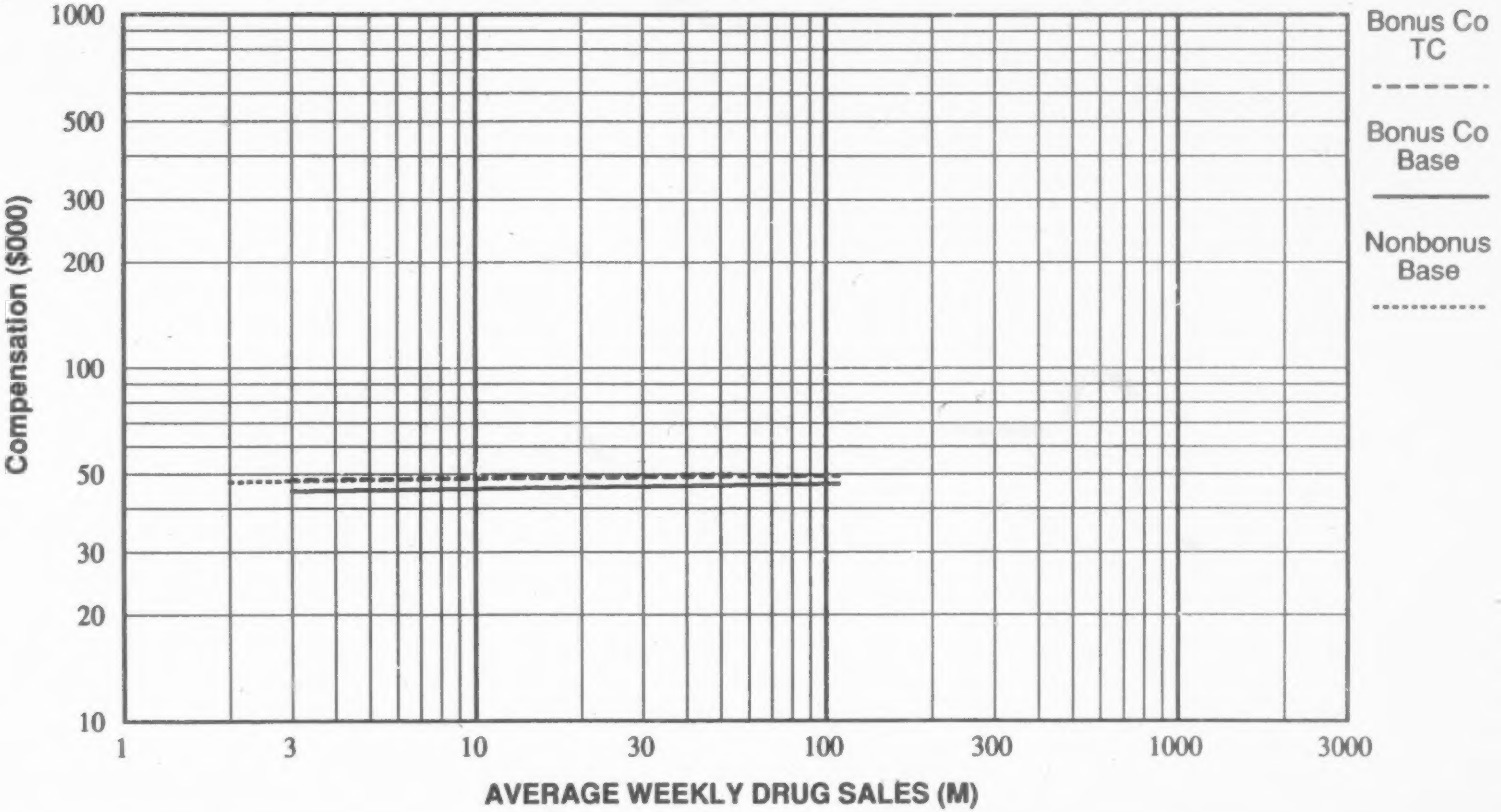
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 55 - PHARMACIST

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$9.9 AND BELOW	DIST.MANAGER	$ 60.6	$ 0.0	$ 60.6				
	MANAGER				$ 56.1			
	ASST. V.P./DIR				54.3			
	ASST. V.P./DIR	53.8	5.0	58.8		$ 45.0	$ 55.0	$ 65.0
	GROUP EXEC.				53.3	47.3	52.3	54.3
	MANAGER				53.0	40.0	48.0	56.0
	MANAGER	51.2	0.0	51.2		33.5	42.0	50.5
	MANAGER	47.6	4.3	51.9				
	MANAGER				47.3	45.2	48.6	52.0
	MANAGER	46.2	3.8	50.0				
	MANAGER	43.5	0.0	43.5		41.1		47.8
	MANAGER	42.6	6.0	48.6				
	GROUP EXEC.	42.6	2.4	45.0		42.0	42.8	43.6
	CEO/PRESIDENT	41.6	3.7	45.3		41.6	44.9	48.2
	MANAGER				41.3	30.8	40.0	49.1
	MANAGER	40.9	0.0	40.9				
	MANAGER				39.9			
	NO IN POSITION: 195							
$ 5.6	WEIGHTED GROUP AVG:	$ 45.2	$ 2.1	$ 47.3	$ 46.6			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 55 - PHARMACIST

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	DIST.MANAGER	$ 70.9	$ 8.5	$ 79.4		$ 66.8		$ 76.7
	DIST.MANAGER	62.3	0.0	62.3				
	DIST.MANAGER	61.5	0.9	62.4				
	DIST.MANAGER	60.7	0.9	61.6				
	DIST.MANAGER	58.4	0.0	58.4				
	DIST.MANAGER	58.4	0.3	58.7				
	MANAGER				$ 57.7			
	MANAGER	55.8	1.4	57.2		43.7	51.4	59.1
	ASST. V.P./DIR	52.9	3.1	56.0		39.2	49.0	58.8
	ASST. V.P./DIR	50.1	3.0	53.1		39.2	49.0	58.8
	MANAGER				49.0			
	MANAGER				49.0			
	ASST. V.P./DIR				48.3			
					42.0	40.0		44.0
					42.0	40.0		43.0
	MANAGER	41.1	0.0	41.1		39.2	41.1	43.0
	MANAGER	41.0	2.0	43.0				
	MANAGER	40.6	0.0	40.6				
	MANAGER	38.0	0.0	38.0				
	NO IN POSITION: 615							
	WEIGHTED GROUP AVG:	$ 52.4	$ 2.4	$ 54.8	$ 54.2			
	NO IN POSITION: 1342							
$ 16.7	POSITION AVERAGE:	$ 49.6	$ 2.4	$ 52.0	$ 50.2			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 55. PHARMACIST



	BonCoBase	TC	Nonbonus
Coeff. Det.	.04	.01	.02
Std. Error	1.08	1.10	1.09

	BonCoBase	TC	Nonbonus
Slope	.01326	.00757	.01655
Y-Int	1.64391	1.67931	1.67062

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 56 - ASSISTANT/STAFF PHARMACIST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$25.0	MANAGER				$ 50.7	$ 30.9	$ 39.4	$ 47.8
AND ABOVE	MANAGER				50.5	30.9	39.4	47.8
	MANAGER				50.1	30.9	39.4	47.8
	MANAGER	$ 46.0	$ 1.5	$ 47.5				
	MANAGER	45.5	1.3	46.8				
	MANAGER	45.0	1.3	46.3				
	NO IN POSITION: 32							
$ 60.6	WEIGHTED GROUP AVG:	$ 45.5	$ 1.3	$ 46.8	$ 50.3			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 56 - ASSISTANT/STAFF PHARMACIST

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$24.9 TO $10.0	ASST. V.P./DIR				$ 51.1	$ 45.0	$ 55.0	$ 65.0
	MANAGER	$ 49.9	$ 0.5	$ 50.4				
	MANAGER				49.8	30.9	39.4	47.8
	MANAGER				49.4	30.9	39.4	47.8
					46.2	33.5	42.0	50.5
	GROUP EXEC.				46.0			46.0
	GROUP EXEC.				46.0			46.0
	MANAGER	44.0	7.5	51.5				
	MANAGER	41.7	2.9	44.6				
	MANAGER	41.7	2.9	44.6				
	MANAGER				41.6			
	MANAGER				41.6			
	MANAGER	38.8	0.0	38.8				
	NO IN POSITION: 130							
$ 15.4	WEIGHTED GROUP AVG:	$ 42.9	$ 4.6	$ 47.5	$ 47.5			

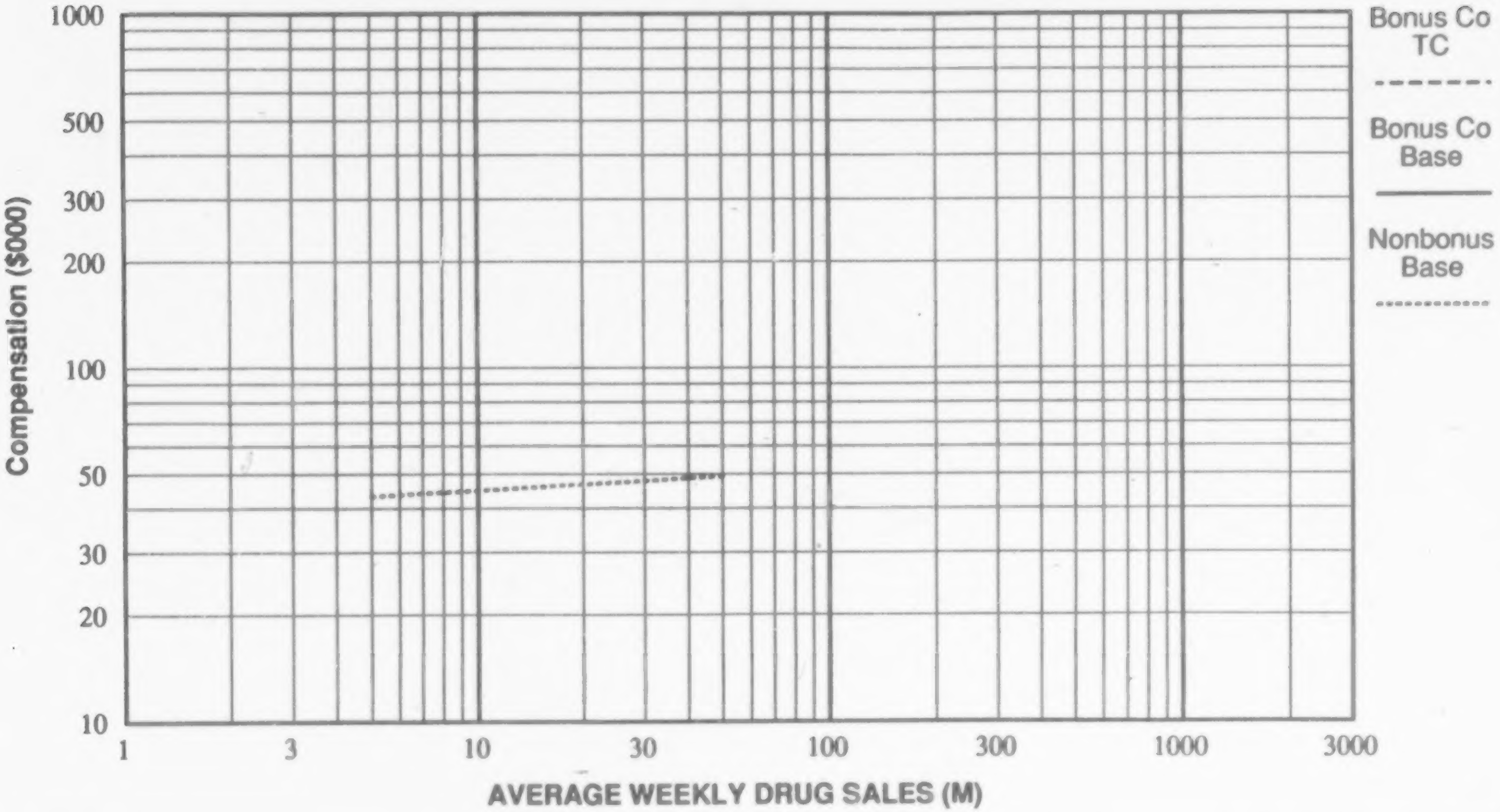
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 56 - ASSISTANT/STAFF PHARMACIST

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$9.9 AND BELOW	MANAGER	$ 49.9	$ 0.5	$ 50.4				
	MANAGER				$ 49.3			
	ASST. V.P./DIR				48.2	$ 45.0	$ 55.0	$ 65.0
	MANAGER				47.8	41.6	46.1	51.1
	MANAGER				47.3	37.0	44.3	51.5
	MANAGER	44.7	1.2	45.9				
	MANAGER				44.3	36.6	43.0	49.5
	MANAGER				44.2	40.6	42.4	44.2
	MANAGER				43.0	40.6	42.4	44.2
					41.6	41.6	44.2	46.8
	MANAGER				40.7	30.8	40.0	49.1
	MANAGER				39.5			
	MANAGER	38.8	0.0	38.8				
	MANAGER				34.8			
	MANAGER				12.5	11.0	12.5	14.0
	NO IN POSITION: 172							
$ 5.8	WEIGHTED GROUP AVG:	$ 42.0	$ 0.6	$ 42.6	$ 42.6			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 56 - ASSISTANT/STAFF PHARMACIST

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	DIST.MANAGER	$ 58.8	$ 4.7	$ 63.5		$ 55.4		$ 63.0
	VICE PRESIDENT	58.6	17.6	76.2				
	MANAGER				$ 56.7			
	MANAGER	53.1	0.7	53.8		40.5	47.6	54.6
	MANAGER	52.0	0.1	52.1				
	MANAGER	50.0	0.0	50.0				
	MANAGER	50.0	0.4	50.4				
	MANAGER				47.2			
	ASST. V.P./DIR	47.2	2.7	49.9		36.6	45.8	54.9
	MANAGER				46.5			
	MANAGER				46.5			
	ASST. V.P./DIR	44.1	2.2	46.3		36.6	45.8	54.9
	MANAGER	39.3	1.5	40.8				
	MANAGER	38.0	0.0	38.0		38.0	39.1	40.2
	MANAGER	38.0	9.8	47.8				
	MANAGER	37.0	0.0	37.0				
	NO IN POSITION: 544							
	WEIGHTED GROUP AVG:	$ 45.4	$ 3.3	$ 48.7	$ 55.4			
	NO IN POSITION: 878							
$ 14.8	POSITION AVERAGE:	$ 44.5	$ 2.8	$ 47.3	$ 51.0			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 56. ASSISTANT/STAFF PHARMACIST



	Nonbonus
Coeff. Det.	.21
Std. Error	1.09

	Nonbonus
Slope	.05471
Y-Int	1.59950

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 57 - TOP CONSUMER AFFAIRS EXECUTIVE

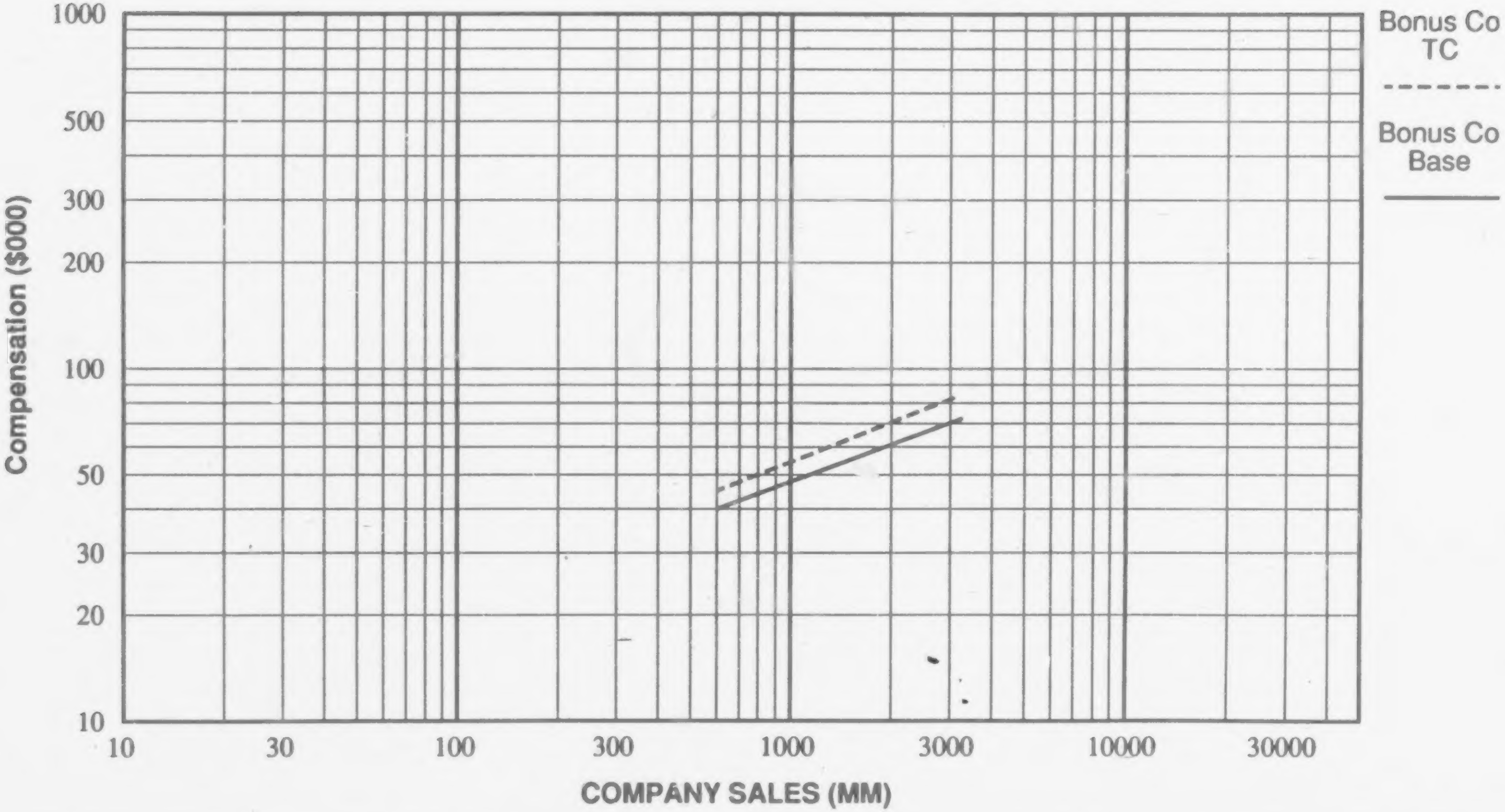
Develops and recommends objectives, policies, and procedures for directing the company's consumer affairs and customer communications function. Acts as liaison between the consumer and top management. Develops programs to monitor and resolve customer inquiries. Develops consumer information programs such as newsletters, recipe series, and in-store programs. Develops and maintains contact with the media, consumer groups, and governmental agencies and the community. (This position reports directly to top management.)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0 AND ABOVE	CEO/PRESIDENT				$120.5			
	SENIOR V.P.	$100.0	$ 22.7	$122.7		$ 87.8	$107.4	$127.1
	GROUP EXEC.	93.0	18.0	111.0		76.7	97.8	118.9
	CEO/PRESIDENT	90.8	38.6	129.4				
	SENIOR V.P.	84.0	16.3	100.3		65.2	83.2	101.1
	VICE PRESIDENT	60.1	48.5	108.6		43.8	56.9	70.0
	EXEC. V.P.	56.0	5.9	61.9		53.0	65.6	78.0
	C.O.O.	52.9	0.0	52.9		45.8	57.1	68.6
	CEO/PRESIDENT	50.7	12.7	63.4				
		37.0	2.6	39.6		33.1	40.7	48.3
	NO IN POSITION: 10							
$ 2613.5	WEIGHTED GROUP AVG:	$ 69.4	$ 18.4	$ 87.8	$120.5			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 57 - TOP CONSUMER AFFAIRS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 AND BELOW	CEO/PRESIDENT	$ 87.0	$ 23.2	$110.2		$ 68.3	$ 84.1	$101.0
	C.O.O.	58.0	14.5	72.5				
	VICE PRESIDENT	56.6	3.7	60.3		45.8	57.2	68.6
	BOARD OF DIR.	51.9	4.0	55.9				
	C.O.O.	50.5	0.0	50.5				
	VICE PRESIDENT	50.0	0.0	50.0				
	VICE PRESIDENT	49.0	6.8	55.8		48.5	59.4	70.3
	C.O.O.				$ 45.0	40.1	51.5	63.0
	EXEC. V.P.	41.6	7.5	49.1				
	SENIOR V.P.	34.0	0.0	34.0		34.7	45.5	56.3
	EXEC. V.P.				32.3	25.7	33.4	41.0
	VICE PRESIDENT	29.6	1.1	30.7		28.0	35.3	42.0
	CEO/PRESIDENT				22.9			
	NO IN POSITION: 13							
$ 551.1	WEIGHTED GROUP AVG:	$ 50.8	$ 6.1	$ 56.9	$ 33.4			
	NO IN POSITION: 23							
$ 1447.8	POSITION AVERAGE:	$ 59.6	$ 11.9	$ 71.5	$ 55.2			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 57. TOP CONSUMER AFFAIRS EXECUTIVE



	BonCoBase	TC	Nonbonus
Coeff. Det.	.60	.55	
Std. Error	1.25	1.32	

	BonCoBase	TC	Nonbonus
Slope	.35167	.37040	
Y-Int	0.62468	0.62564	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 58 - CONSUMER AFFAIRS SPECIALIST

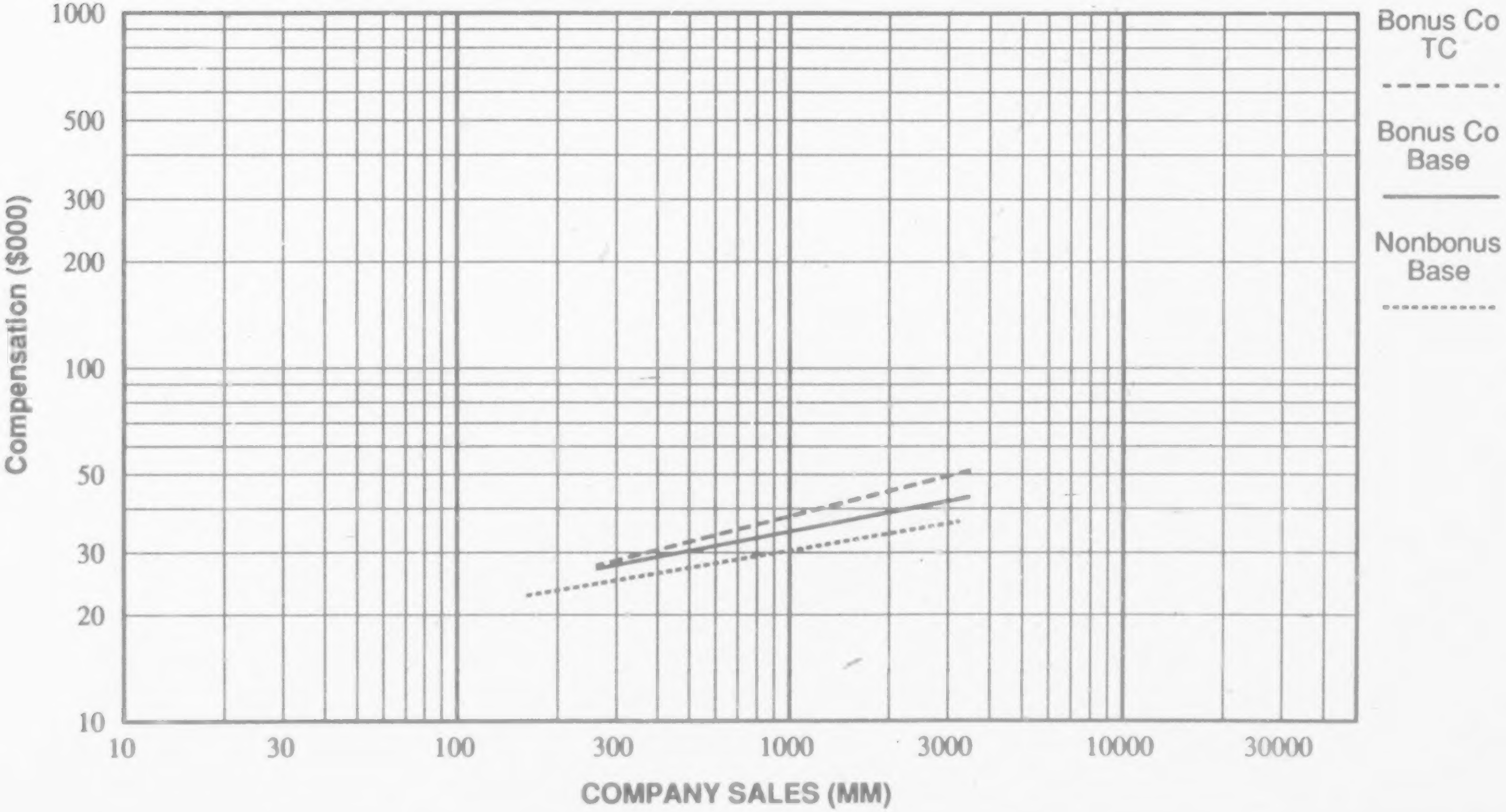
Administers the company's consumer affairs and customer relations programs within guidelines established by management. Responsible for researching and responding to customer inquiries and complaints. Also responsible for administering in-store consumer nutrition information programs.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0	VICE PRESIDENT	$ 54.8	$ 10.2	$ 65.0		$ 45.3	$ 55.7	$ 65.9
AND ABOVE	VICE PRESIDENT	48.1	4.5	52.6		37.3	44.8	52.3
	ASST. V.P./DIR				$ 37.3	27.8	34.7	41.7
	MANAGER				36.1	28.9	36.1	43.4
	ASST. V.P./DIR				35.0	29.5	35.9	42.2
	SENIOR V.P.	34.7	10.4	45.1				
	VICE PRESIDENT	34.3	1.4	35.7		28.1	34.3	40.3
	VICE PRESIDENT	33.4	3.0	36.4		33.5	39.5	45.4
	SENIOR V.P.	32.4	8.1	40.5				
	VICE PRESIDENT				31.6	26.7	34.6	42.5
	GROUP EXEC.	26.1	0.0	26.1		24.7	30.9	37.0
	NO IN POSITION: 12							
$ 2535.8	WEIGHTED GROUP AVG:	$ 37.7	$ 5.4	$ 43.1	$ 34.3			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 58 - CONSUMER AFFAIRS SPECIALIST

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 AND BELOW	VICE PRESIDENT	$ 32.0	$ 1.5	$ 33.5				
	ASST. V.P./DIR	32.0	1.1	33.1				
	VICE PRESIDENT				$ 31.6			
	CEO/PRESIDENT	30.1	0.0	30.1				
	C.O.O.				25.0	$ 22.0	$ 29.0	$ 36.0
	VICE PRESIDENT				23.4			
	GROUP EXEC.				21.8	19.5	20.8	22.5
	EXEC. V.P.				21.6			
	ASST. V.P./DIR				18.0	15.4	19.3	23.3
	NO IN POSITION: 13							
$ 317.8	WEIGHTED GROUP AVG:	$ 31.4	$ 0.8	$ 32.2	$ 22.9			
	NO IN POSITION: 25							
$ 1382.4	POSITION AVERAGE:	$ 35.8	$ 4.0	$ 39.8	$ 26.7			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
POSITION 58. CONSUMER AFFAIRS SPECIALIST



	BonCoBase	TC	Nonbonus
Coeff. Det.	.48	.55	.76
Std. Error	1.20	1.23	1.12

	BonCoBase	TC	Nonbonus
Slope	.18135	.23781	.16095
Y-Int	0.99421	0.86683	1.00003

GEOGRAPHIC ANALYSIS

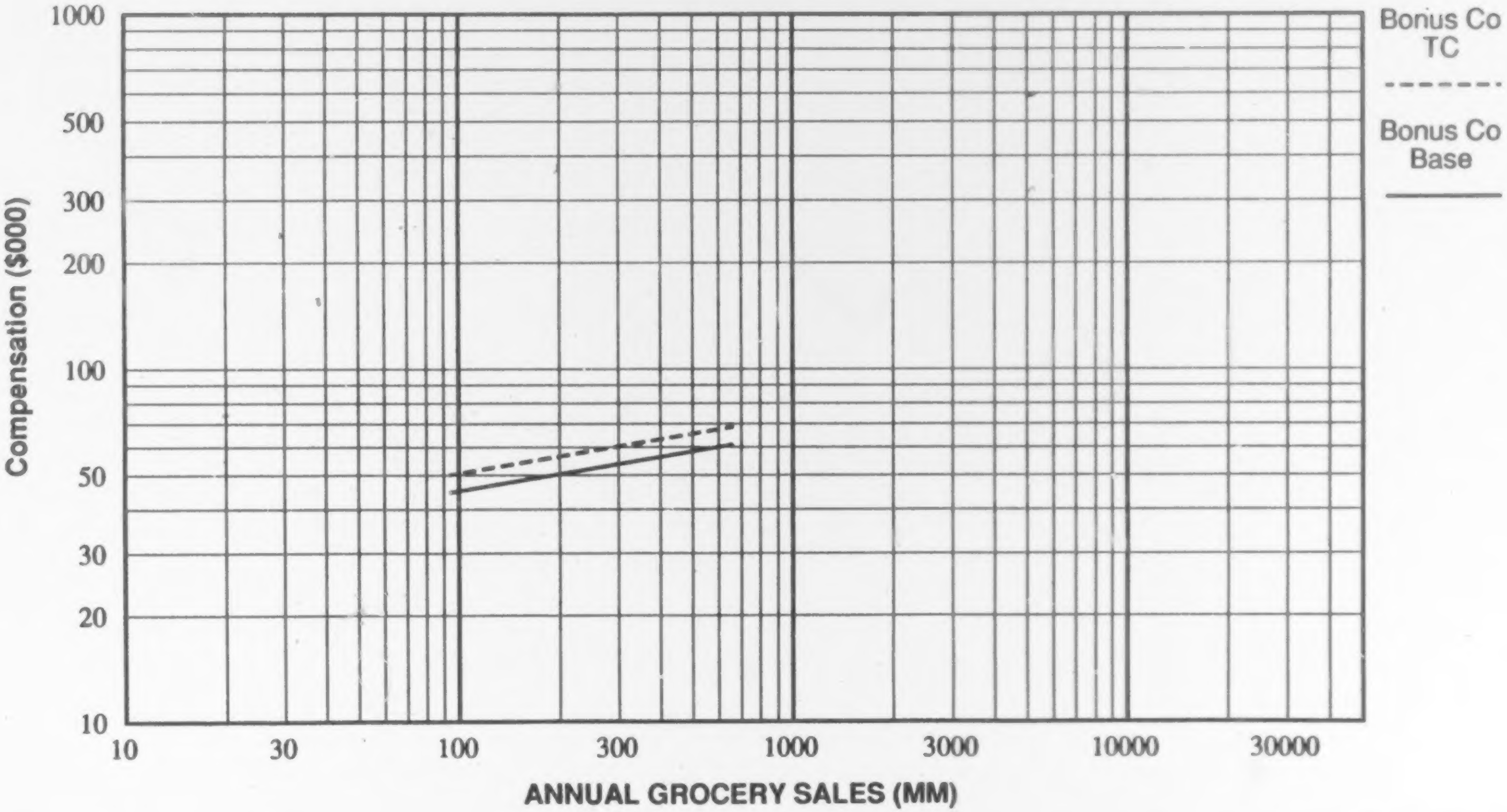
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$750.0 AND BELOW	SENIOR V.P.	$ 71.5	$ 9.0	$ 80.5		$ 44.0	$ 61.0	$ 78.0
	ASST. V.P./DIR	70.2	20.6	90.8		49.1	60.6	72.1
	REG. V.P./MGR.	70.0	16.9	86.9		55.4	67.8	80.1
	DIV. V.P./MGR.	66.5	2.1	68.6		51.6	64.6	77.5
	VICE PRESIDENT	58.1	13.7	71.8				
	SENIOR V.P.	57.0	0.0	57.0				
	ASST. V.P./DIR	51.6	7.6	59.2		41.9	55.8	69.8
	REG. V.P./MGR.				$ 49.7	39.0	47.8	56.5
	GROUP EXEC.	47.8	12.0	59.8		30.8		47.8
	VICE PRESIDENT	46.9	4.2	51.1		33.5	39.5	45.4
	VICE PRESIDENT	45.3	0.0	45.3		42.3	53.0	63.6
	MANAGER				42.6	31.5	41.1	50.6
	MANAGER	42.0	0.0	42.0		40.0	42.0	47.0
	ASST. V.P./DIR	38.2	2.3	40.5		35.2	43.0	51.0
	NO IN POSITION: 37							
$ 285.6	WEIGHTED GROUP AVG:	$ 58.4	$ 7.2	$ 65.6	$ 44.4			
NO SCOPE REPORTED	VICE PRESIDENT	$ 61.1	$ 8.8	$ 69.9		$ 50.3	$ 62.9	$ 75.5
	ASST. V.P./DIR	47.4	0.1	47.5		37.7	47.2	56.6
	ASST. V.P./DIR	39.3	2.5	41.8				
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 46.9	$ 2.8	$ 49.7				
	NO IN POSITION: 42							
$ 285.6	POSITION AVERAGE:	$ 56.2	$ 6.4	$ 62.6	$ 44.4			

POSITION 25. GROCERY MERCHANDISER
REGION 1 - NORTHEAST



	BonCoBase	TC	Nonbonus
Coeff. Det.	.23	.13	
Std. Error	1.19	1.29	

	BonCoBase	TC	Nonbonus
Slope	.15804	.15878	
Y-Int	1.33871	1.38736	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0	DIV. V.P./MGR.	$ 68.6	$ 6.1	$ 74.7		$ 51.6	$ 64.6	$ 77.5
AND ABOVE	REG. V.P./MGR.	67.3	16.6	83.9		51.2	62.6	74.0
	ASST. V.P./DIR				$ 59.8	44.6	54.6	64.7
	ASST. V.P./DIR	56.4	13.4	69.8				
	ASST. V.P./DIR	52.0	2.5	54.5		41.9	55.8	69.8
	VICE PRESIDENT	43.1	0.0	43.1		39.3	49.0	58.8
	VICE PRESIDENT	39.5	3.4	42.9		33.5	39.5	45.4
	NO IN POSITION:	13						
$ 162.0	WEIGHTED GROUP AVG:	$ 60.3	$ 8.9	$ 69.2	$ 59.8			
$99.9	REG. V.P./MGR.	$ 59.0	$ 7.0	$ 66.0		$ 41.9	$ 52.4	$ 62.9
AND BELOW	SENIOR V.P.	57.0	6.0	63.0		36.0	48.0	60.0
	MANAGER				$ 51.1	36.3	47.3	58.2
	ASST. V.P./DIR	51.0	11.0	62.0		45.0	55.1	65.2
	MANAGER	47.8	0.0	47.8		45.0	47.5	52.0
	REG. V.P./MGR.				46.5	39.0	47.8	56.5
	VICE PRESIDENT	38.3	0.0	38.3				
	ASST. V.P./DIR	35.8	3.2	39.0		35.2	43.0	51.0
	GROUP EXEC.	35.1	9.0	44.1		29.7		35.1
	NO IN POSITION:	25						
$ 32.5	WEIGHTED GROUP AVG:	$ 43.9	$ 3.8	$ 47.7	$ 49.1			

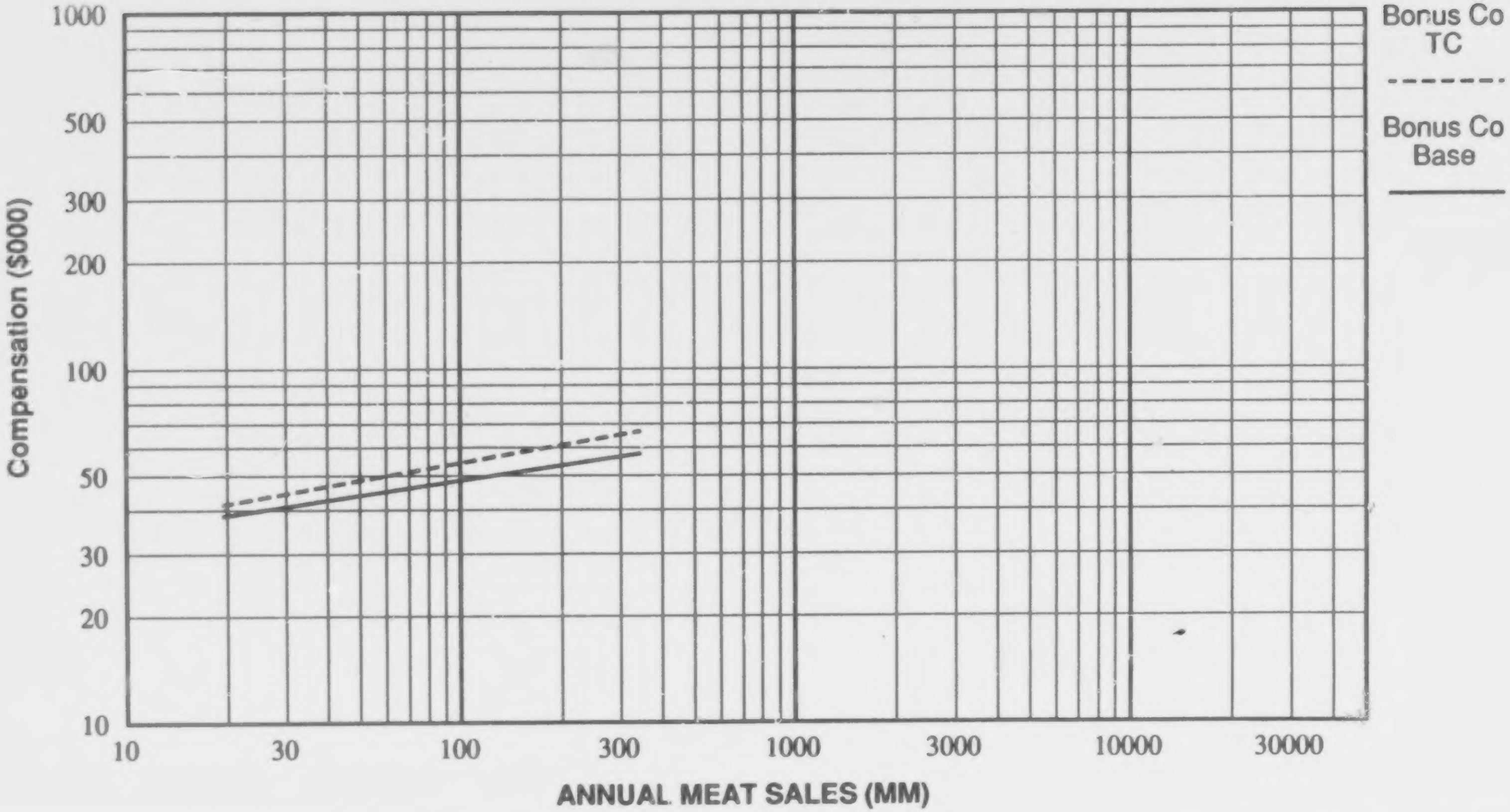
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #1 - NORTHEAST

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 74.0	$ 10.4	$ 84.4		$ 55.4	$ 69.2	$ 83.0
	ASST. V.P./DIR	45.8	0.1	45.9		37.7	47.2	56.6
	DIST.MANAGER	44.6	15.1	59.7		38.7	48.4	58.1
	NO IN POSITION:	8						
	WEIGHTED GROUP AVG:	$ 48.6	$ 10.7	$ 59.3				
	NO IN POSITION:	46						
$ 76.8	POSITION AVERAGE:	$ 50.4	$ 7.0	$ 57.4	$ 50.1			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 26. MEAT MERCHANDISER
REGION #1 - NORTHEAST



	BonCoBase	TC	Nonbonus
Coeff. Det.	.34	.32	
Std. Error	1.20	1.25	

	BonCoBase	TC	Nonbonus
Slope	.14085	.16593	
Y-Int	1.40383	1.40302	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

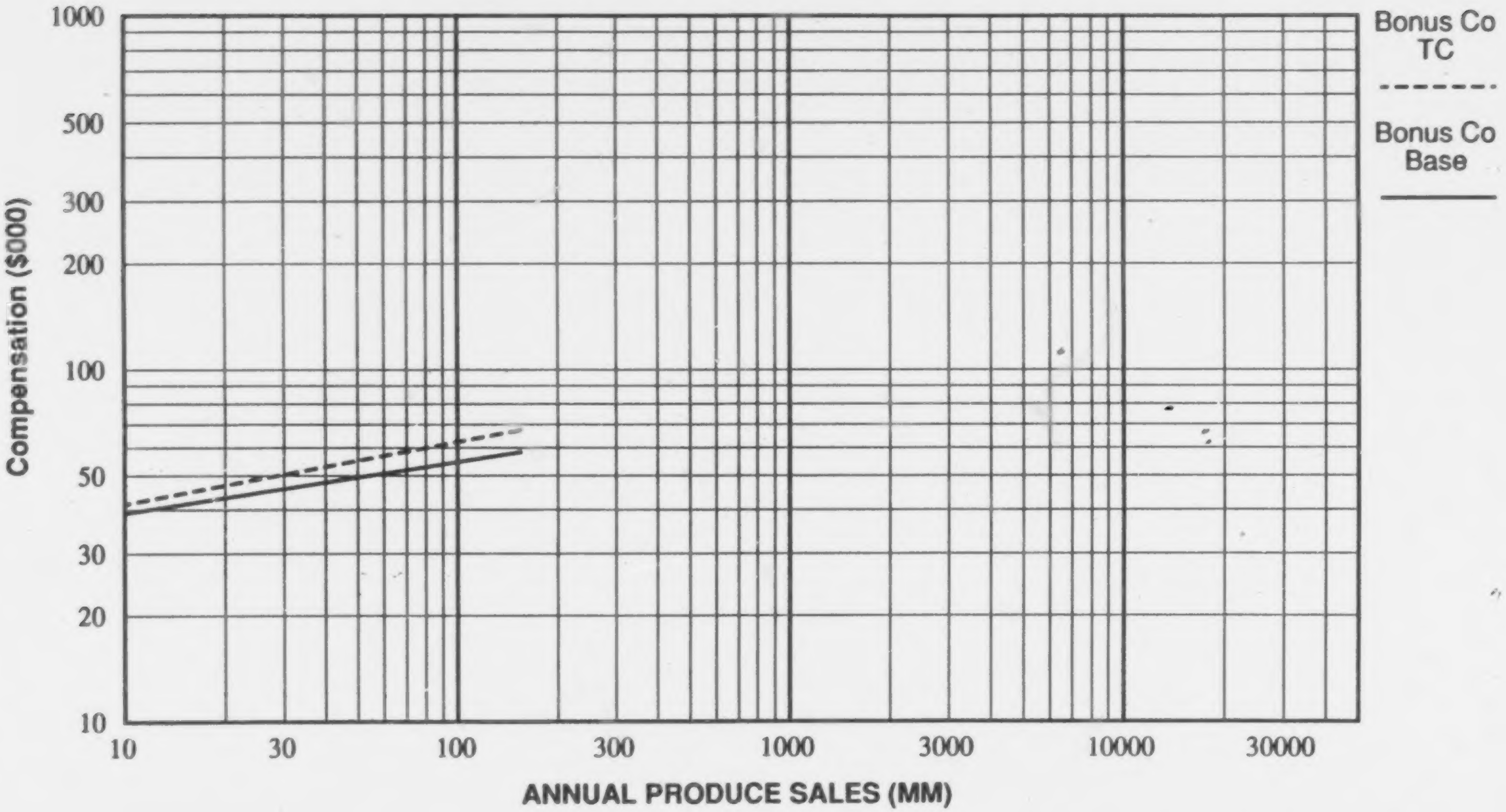
SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$50.0 AND ABOVE	DIV. V.P./MGR.	$ 66.4	$ 6.1	$ 72.5		$ 51.6	$ 64.5	$ 77.5
	REG. V.P./MGR.	64.3	15.4	79.7		51.2	62.6	74.0
	ASST. V.P./DIR	57.4	14.0	71.4				
	ASST. V.P./DIR	55.4	5.5	60.9		41.9	55.8	69.8
	ASST. V.P./DIR	52.5	13.1	65.6		45.0	55.1	65.2
	VICE PRESIDENT	42.3	0.0	42.3		36.3	45.5	54.5
	MANAGER	41.0	0.0	41.0		35.0	40.0	45.0
	NO IN POSITION: 13							
$ 90.5	WEIGHTED GROUP AVG:	$ 58.8	$ 9.0	$ 67.8				
$49.9 AND BELOW	SENIOR V.P.	$ 51.0	$ 4.0	$ 55.0		$ 36.0	$ 48.0	$ 60.0
	REG. V.P../MGR.	47.0	4.7	51.7		39.2	49.0	58.8
	REG. V.P./MGR.				$ 47.0	39.0	47.8	56.5
	VICE PRESIDENT	45.7	2.7	48.4		33.5	39.5	45.4
	MANAGER				45.3	31.5	41.1	50.6
	VICE PRESIDENT	42.4	0.0	42.4				
	ASST. V.P./DIR	39.3	3.2	42.5		35.2	43.0	51.0
	GROUP EXEC.	35.1	9.0	44.1		28.7		35.1
	NO IN POSITION: 26							
$ 25.8	WEIGHTED GROUP AVG:	$ 42.8	$ 3.1	$ 45.9	$ 45.9			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #1 - NORTHEAST

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 72.5	$ 0.0	$ 72.5		$ 55.4	$ 69.2	$ 83.0
	DIST.MANAGER	47.4	16.1	63.5		38.7	48.4	58.1
	ASST. V.P./DIR	40.9	0.0	40.9		37.7	47.2	56.6
	NO IN POSITION:	8						
	WEIGHTED GROUP AVG:	$ 48.9	$ 10.1	$ 59.0				
	NO IN POSITION:	47						
$ 47.3	POSITION AVERAGE:	$ 50.2	$ 6.8	$ 57.0	$ 45.9			

POSITION 27. PRODUCE MERCHANDISER
REGION #1 - NORTHEAST



	BonCoBase	TC	Nonbonus
Coeff. Det.	.46	.46	
Std. Error	1.16	1.20	

	BonCoBase	TC	Nonbonus
Slope	.14573	.17785	
Y-Int	1.44618	1.43952	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 28 - FROZEN FOODS MERCHANDISER
REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNL FROZEN FOOD SLS ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$150.0 AND BELOW	MANAGER	$ 65.5	$ 0.0	$ 65.5		$ 60.0	$ 65.0	$ 70.0
	VICE PRESIDENT	54.0	7.3	61.3		41.9	52.4	62.9
	MANAGER				$ 45.6	31.5	41.1	50.6
	GROUP EXEC.	30.6	10.0	40.6		26.5		30.6
	NO IN POSITION: 7							
$ 81.1	WEIGHTED GROUP AVG:	$ 50.0	$ 5.8	$ 55.8	$ 45.6			
NO SCOPE REPORTED	VICE PRESIDENT	$ 56.8	$ 14.0	$ 70.8		$ 50.3	$ 62.9	$ 75.5
	NO IN POSITION: 8							
$ 81.1	POSITION AVERAGE:	$ 51.7	$ 7.9	$ 59.6	$ 45.6			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$160.0 AND BELOW	DIV. V.P./MGR.	$ 67.4	$ 6.2	$ 73.6		$ 51.6	$ 64.6	$ 77.5
	BOARD OF DIR.	58.0	13.9	71.9		48.8	59.6	70.4
	VICE PRESIDENT	46.6	0.0	46.6		36.3	45.5	54.5
	MANAGER				$ 38.6	31.5	41.1	50.6
	VICE PRESIDENT	37.0	4.5	41.5		33.5	39.5	45.4
	GROUP EXEC.	33.2	7.8	41.0		26.5		33.2
	NO IN POSITION: 22							
$ 50.7	WEIGHTED GROUP AVG:	$ 56.0	$ 7.9	$ 63.9	$ 38.6			
NO SCOPE REPORTED	VICE PRESIDENT	$ 75.0	$ 1.8	$ 76.8		$ 55.4	$ 69.2	$ 83.0
	ASST. V.P./DIR	53.0	5.2	58.2		41.9	55.8	69.8
	ASST. V.P./DIR	45.9	0.0	45.9		37.7	47.2	56.6
	MANAGER	44.2	0.0	44.2		35.0	40.0	45.0
	DIST.MANAGER	28.5	5.7	34.2		22.9	28.7	34.4
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 45.7	$ 1.8	$ 47.5				
	NO IN POSITION: 32							
$ 50.7	POSITION AVERAGE:	$ 50.9	$ 4.8	$ 55.7	$ 38.6			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$55.0 AND BELOW	MANAGER	$ 62.8	$ 0.0	$ 62.8		$ 55.0	$ 60.0	$ 65.0
	SENIOR V.P.	55.0	8.0	63.0		44.0	61.0	78.0
	VICE PRESIDENT	53.7	5.9	59.6		42.5	50.0	57.5
	REG. V.P./MGR.	49.0	5.1	54.1		39.2	49.0	58.8
	REG. V.P./MGR.				$ 45.9	39.0	47.8	56.5
	VICE PRESIDENT	45.4	0.0	45.4		36.3	45[illegible]	54.5
	ASST. V.P./DIR	44.0	10.5	54.5		45.0	55.1	65.2
	MANAGER				43.5	33.5	43.5	53.5
	VICE PRESIDENT	39.5	0.0	39.5				
	NO IN POSITION: 26							
$ 16.7	WEIGHTED GROUP AVG:	$ 47.7	$ 3.3	$ 51.0	$ 44.2			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 40.0	$ 0.1	$ 40.1		$ 37.7	$ 47.2	$ 56.6
	NO IN POSITION: 28							
$ 16.7	POSITION AVERAGE:	$ 46.6	$ 2.8	$ 49.4	$ 44.2			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - SERVICE DELI MERCHANDISER
REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNL SERV DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$65.0 AND BELOW	REG. V.P./MGR.	$ 57.7	$ 14.0	$ 71.7		$ 51.2	$ 62.6	$ 74.0
	ASST. V.P./DIR	53.8	5.2	59.0		41.9	55.8	69.8
	ASST. V.P./DIR	45.5	4.7	50.2		39.0	47.8	56.6
	VICE PRESIDENT	38.0	3.8	41.8		34.2	42.8	51.3
	NO IN POSITION:	7						
$ 34.7	WEIGHTED GROUP AVG:	$ 52.0	$ 8.7	$ 60.7				
NO SCOPE REPORTED	VICE PRESIDENT	$ 55.2	$ 10.4	$ 65.6		$ 45.8	$ 57.2	$ 68.6
	NO IN POSITION:	8						
$ 34.7	POSITION AVERAGE:	$ 52.4	$ 8.9	$ 61.3				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - BAKERY MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$25.0	DIV. V.P./MGR.	$ 49.1	$ 0.0	$ 49.1		$ 38.0	$ 47.6	$ 57.1
AND BELOW	ASST. V.P./DIR	48.3	11.5	59.8		45.0	55.1	65.2
	REG. V.P./MGR.				$ 46.9	39.0	47.8	56.5
	VICE PRESIDENT	45.3	4.1	49.4		33.5	39.5	45.4
	MANAGER				43.1	31.5	41.1	50.6
	VICE PRESIDENT	42.5	0.0	42.5		36.3	45.5	54.5
	VICE PRESIDENT	40.0	3.4	43.4		32.0	40.0	48.0
	NO IN POSITION: 17							
$ 12.5	WEIGHTED GROUP AVG:	$ 45.5	$ 2.2	$ 47.7	$ 45.3			
NO SCOPE	VICE PRESIDENT	$ 51.9	$ 0.0	$ 51.9		$ 45.8	$ 57.2	$ 68.6
REPORTED	MANAGER	45.0	0.0	45.0		40.0	45.0	50.0
	ASST. V.P./DIR	41.7	0.1	41.8		37.7	47.2	56.6
	ASST. V.P./DIR	37.3	12.6	49.9		33.6	42.0	50.4
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$ 42.7	$ 3.2	$ 45.9				
	NO IN POSITION: 25							
$ 12.5	POSITION AVERAGE:	$ 44.3	$ 2.6	$ 46.9	$ 45.3			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - GROCERY BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$625.0 AND BELOW	SENIOR V.P.	$ 57.0	$ 6.0	$ 63.0		$ 36.0	$ 48.0	$ 60.0
	ASST. V.P./DIR	52.5	2.8	55.3		45.4	55.9	66.4
	GROUP EXEC.	51.2	13.0	64.2		47.3		51.2
	VICE PRESIDENT				$ 48.8	34.9	44.5	54.0
	MANAGER	48.7	2.8	51.5		40.0	50.0	60.0
	SENIOR V.P.	46.6	0.0	46.6				
	MANAGER	46.1	7.9	54.0		45.0	55.1	65.2
	MANAGER	46.0	6.7	52.7				
	MANAGER				44.4	33.5	43.5	53.8
	ASST. V.P./DIR				43.8	35.2	43.0	51.0
	MANAGER	43.3	3.4	46.7		34.6	42.2	49.7
	VICE PRESIDENT	40.1	0.0	40.1		33.7	42.1	50.6
	ASST. V.P./DIR				36.7	27.6	34.5	41.4
	ASST. V.P./DIR				35.0	33.5	39.5	45.4
	VICE PRESIDENT	31.7	2.1	33.8				
	NO IN POSITION: 78							
$ 129.9	WEIGHTED GROUP AVG:	$ 45.4	$ 4.1	$ 49.5	$ 41.4			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - GROCERY BUYER

REGION #1 - NORTHEAST

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	ASST. V.P./DIR				$ 48.1	$ 36.8	$ 45.2	$ 53.4
	ASST. V.P./DIR	$ 47.5	$ 2.7	$ 50.2				
	MANAGER	44.1	2.1	46.2		37.4	49.8	62.3
	MANAGER	42.9	0.0	42.9		35.7	44.6	53.5
	MANAGER	34.9	6.9	41.8		30.9	38.7	46.4
	DIV. V.P./MGR.	33.2	3.0	36.2		24.9	30.6	36.3
	NO IN POSITION:	22						
	WEIGHTED GROUP AVG:	$ 40.8	$ 2.2	$ 43.0	$ 48.1			
	NO IN POSITION:	100						
$ 129.9	POSITION AVERAGE:	$ 44.3	$ 3.7	$ 48.0	$ 42.6			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - MEAT BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$250.0	MANAGER				$ 58.8	$ 38.6	$ 50.2	$ 61.7
AND BELOW	GROUP EXEC.	$ 57.2	$ 20.0	$ 77.2		47.3		57.2
	VICE PRESIDENT	55.0	0.0	55.0				
	MANAGER	54.3	3.2	57.5		40.0	50.0	60.0
	ASST. V.P./DIR	52.5	2.8	55.3		45.4	55.9	66.4
	MANAGER	50.2	7.2	57.4				
	VICE PRESIDENT	46.8	0.0	46.8		39.3	49.0	58.8
	ASST. V.P./DIR				46.3	39.0	47.8	56.6
	VICE PRESIDENT				45.9	30.9		54.0
	MANAGER	44.8	3.6	48.4		32.0	39.2	46.4
	VICE PRESIDENT				44.2	32.4	40.5	48.6
	MANAGER	43.8	8.9	52.7		40.9	49.8	58.7
	CEO/PRESIDENT				42.5			
	VICE PRESIDENT	36.8	1.7	38.5				
	VICE PRESIDENT				35.0	33.5	39.5	45.4
	NO IN POSITION:	35						
$ 70.5	WEIGHTED GROUP AVG:	$ 47.2	$ 4.2	$ 51.4	$ 45.8			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - MEAT BUYER

REGION #1 - NORTHEAST

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	MANAGER	$ 48.7	$ 2.4	$ 51.1		$ 37.4	$ 49.8	$ 62.3
	ASST. V.P./DIR	47.9	2.1	50.0				
	ASST. V.P./DIR				$ 46.0	36.8	45.2	53.4
	ASST. V.P./DIR	45.1	15.3	60.4		30.9	38.7	46.4
	ASST. V.P./DIR	36.3	4.7	41.0		24.9	30.6	36.3
	NO IN POSITION:	8						
	WEIGHTED GROUP AVG:	$ 46.2	$ 4.5	$ 50.7	$ 46.0			
	NO IN POSITION:	43						
$ 70.5	POSITION AVERAGE:	$ 47.0	$ 4.2	$ 51.2	$ 45.9			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - PRODUCE BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$100.0	MANAGER				$ 54.2	$ 38.6	$ 50.2	$ 61.7
AND BELOW	ASST. V.P./DIR	$ 52.5	$ 2.8	$ 55.3		45.4	55.9	66.4
	MANAGER	52.2	7.2	59.4				
	MANAGER	52.2	10.1	62.3		42.0	51.2	60.4
	MANAGER	51.0	3.5	54.5		40.0	50.0	60.0
	VICE PRESIDENT				49.3	30.9		54.0
	MANAGER	46.5	3.8	50.3		30.2	37.0	43.7
	VICE PRESIDENT	43.5	0.0	43.5				
	VICE PRESIDENT	43.5	0.0	43.5		36.3	45.5	54.5
	VICE PRESIDENT				39.8	33.5	39.5	45.4
	ASST. V.P./DIR				35.2	24.5	30.6	36.7
	CEO/PRESIDENT				34.3			
	ASST. V.P./DIR				30.0	24.4	30.0	35.4
	NO IN POSITION:	30						
$ 42.4	WEIGHTED GROUP AVG:	$ 49.6	$ 4.7	$ 54.3	$ 45.3			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - PRODUCE BUYER

REGION #1 - NORTHEAST

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	ASST. V.P./DIR				$ 51.6	$ 36.8	$ 45.2	$ 53.4
	ASST. V.P./DIR	$ 44.7	$ 3.0	$ 47.7				
	MANAGER	42.5	2.1	44.6		37.4	49.8	62.3
	ASST. V.P./DIR	42.1	4.2	46.3		24.9	30.6	36.3
	MANAGER	38.7	0.0	38.7		35.7	44.6	53.5
	ASST. V.P./DIR	38.4	13.0	51.4		34.5	43.2	51.8
	NO IN POSITION: 15							
	WEIGHTED GROUP AVG:	$ 41.7	$ 4.0	$ 45.7	$ 51.6			
	NO IN POSITION: 45							
$ 42.4	POSITION AVERAGE:	$ 46.5	$ 4.3	$ 50.8	$ 46.6			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - FROZEN FOODS BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$225.0 AND BELOW	MANAGER				$ 56.8	$ 38.6	$ 50.2	$ 61.7
	GROUP EXEC.	$ 55.2	$ 20.0	$ 75.2		47.3		55.2
	MANAGER				53.5	34.9	44.5	54.0
	MANAGER	48.9	3.0	51.9		40.0	50.0	60.0
	MANAGER	47.2	9.6	56.8		40.9	49.8	58.7
	ASST. V.P./DIR				43.2	39.0	47.8	56.6
	SENIOR V.P.	43.0	0.0	43.0				
	VICE PRESIDENT	38.5	0.0	38.5				
	ASST. V.P./DIR				31.5	33.5	39.5	45.4
	ASST. V.P./DIR				20.0	17.8	22.2	26.6
	NO IN POSITION: 12							
$ 79.8	WEIGHTED GROUP AVG:	$ 47.0	$ 5.9	$ 52.9	$ 43.6			
NO SCOPE REPORTED	ASST. V.P./DIR				$ 48.9	$ 36.8	$ 45.2	$ 53.4
	ASST. V.P./DIR	$ 37.1	$ 2.3	$ 39.4				
	DIV. V.P./MGR.	32.1	3.7	35.8		21.8	25.8	29.9
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 34.6	$ 3.0	$ 37.6	$ 48.9			
	NO IN POSITION: 15							
$ 79.8	POSITION AVERAGE:	$ 43.9	$ 5.2	$ 49.1	$ 44.4			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - DAIRY BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DAIRY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$450.0	MANAGER	$ 49.8	$ 3.3	$ 53.1		$ 40.0	$ 50.0	$ 60.0
AND BELOW	ASST. V.P./DIR				$ 43.2	39.0	47.8	56.6
	ASST. V.P./DIR				35.8	33.5	39.5	45.4
	ASST. V.P./DIR				29.3	24.5	30.6	36.7
	VICE PRESIDENT	23.3	0.0	23.3				
	NO IN POSITION: 5							
$ 116.0	WEIGHTED GROUP AVG:	$ 36.6	$ 1.6	$ 38.2	$ 36.1			
NO SCOPE	VICE PRESIDENT	$ 41.2	$ 4.8	$ 46.0		$ 27.2	$ 35.1	$ 43.0
REPORTED	MANAGER	27.3	0.0	27.3		29.5	36.9	44.3
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:	$ 34.3	$ 2.4	$ 36.7				
	NO IN POSITION: 7							
$ 116.0	POSITION AVERAGE:	$ 35.4	$ 2.0	$ 37.4	$ 36.1			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - NONFOOD BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.0 AND BELOW	ASST. V.P./DIR	$ 52.5	$ 2.8	$ 55.3		$ 45.4	$ 55.9	$ 66.4
	ASST. V.P./DIR	51.3	7.4	58.7				
	MANAGER	50.1	2.5	52.6		40.0	50.0	60.0
	MANAGER				$ 49.0	30.9		54.0
	VICE PRESIDENT	48.9	0.0	48.9		39.3	49.0	58.8
	VICE PRESIDENT	48.2	3.4	51.6		35.7	43.7	51.7
	VICE PRESIDENT				42.4	24.5	30.6	36.7
	ASST. V.P./DIR				40.5	35.2	43.0	51.0
	VICE PRESIDENT	33.2	2.8	36.0				
	CEO/PRESIDENT				25.8			
	NO IN POSITION: 33							
$ 55.7	WEIGHTED GROUP AVG:	$ 49.7	$ 3.9	$ 53.6	$ 43.2			
NO SCOPE REPORTED	MANAGER				$ 52.2	$ 36.3	$ 47.3	$ 58.2
	ASST. V.P./DIR	$ 50.8	$ 2.5	$ 53.3				
	MANAGER	43.3	2.1	45.4		37.4	49.8	62.3
	ASST. V.P./DIR	36.3	7.2	43.5		29.5	36.9	44.3
	ASST. V.P./DIR	33.3	4.4	37.7		24.9	30.6	36.3
	NO IN POSITION: 14							
	WEIGHTED GROUP AVG:	$ 42.0	$ 3.2	$ 45.2	$ 52.2			
	NO IN POSITION: 47							
$ 55.7	POSITION AVERAGE:	$ 47.6	$ 3.8	$ 51.4	$ 46.6			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - DELI BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DELI PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$150.0 AND BELOW	VICE PRESIDENT	$ 61.0	$ 0.0	$ 61.0				
	MANAGER				$ 57.6	$ 34.9	$ 44.5	$ 54.0
	MANAGER	52.8	3.3	56.1		40.0	50.0	60.0
	VICE PRESIDENT				48.9	29.4	36.8	44.2
	VICE PRESIDENT	46.3	0.0	46.3		36.3	45.5	54.5
	MANAGER	43.3	3.4	46.7		30.1	36.8	43.5
	ASST. V.P./DIR				36.4	33.5	39.5	45.4
	NO IN POSITION: 10							
$ 45.4	WEIGHTED GROUP AVG:	$ 49.0	$ 2.4	$ 51.4	$ 47.6			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 47.5	$ 2.8	$ 50.3				
	MANAGER	43.5	2.1	45.6		$ 37.4	$ 49.8	$ 62.3
	NO IN POSITION: 4							
	WEIGHTED GROUP AVG:	$ 44.5	$ 2.3	$ 46.8				
	NO IN POSITION: 14							
$ 45.4	POSITION AVERAGE:	$ 47.3	$ 2.4	$ 49.7	$ 47.6			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - BAKERY BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL BAKERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$40.0 AND BELOW	GROUP EXEC.	$ 57.2	$ 19.0	$ 76.2		$ 47.3		$ 57.2
	MANAGER				$ 47.9	36.3	47.3	58.2
	MANAGER	40.0	0.0	40.0		40.0	50.0	60.0
	VICE PRESIDENT				31.9	29.4	36.8	44.2
	NO IN POSITION: 4							
$ 17.2	WEIGHTED GROUP AVG:	$ 48.6	$ 9.5	$ 58.1	$ 39.9			
NO SCOPE REPORTED	VICE PRESIDENT				$ 47.6	$ 34.9	$ 44.5	$ 54.0
	ASST. V.P./DIR	$ 27.3	$ 3.0	$ 30.3		19.3	22.3	25.3
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:	$ 27.3	$ 3.0	$ 30.3	$ 47.6			
	NO IN POSITION: 6							
$ 17.2	POSITION AVERAGE:	$ 41.5	$ 7.3	$ 48.8	$ 42.5			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - DIVISION GENERAL MANAGER
REGION #1 - NORTHEAST

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANNL DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1700.0 AND BELOW	CEO/PRESIDENT	$195.0	$ 47.1	$242.1		$150.8	$184.7	$218.5
	CEO/PRESIDENT	147.4	63.2	210.6		138.0	173.0	207.5
	REG. V.P./MGR.	144.0	30.2	174.2		118.0	148.0	178.0
	CEO/PRESIDENT	143.0	0.0	143.0		143.0	184.0	225.0
	CEO/PRESIDENT				$130.7	87.1	108.8	130.6
	BOARD OF DIR.	125.7	30.5	156.2				
	SENIOR V.P.	101.9	29.1	131.0				
	SENIOR V.P.	85.0	70.7	155.7		56.8	75.3	93.8
	EXEC. V.P.	78.0	13.0	91.0		67.3	84.1	101.0
	CEO/PRESIDENT				31.5			
	NO IN POSITION:	30						
$ 699.7	WEIGHTED GROUP AVG:	$128.5	$ 37.0	$165.5	$ 97.6			
NO SCOPE REPORTED	BOARD OF DIR.	$143.9	$ 55.4	$199.		$127.6	$158.7	$189.8
	NO IN POSITION:	31						
$ 699.7	POSITION AVERAGE:	$129.1	$ 37.6	$166.7	$ 97.6			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - DISTRICT MANAGER

REGION #1 - NORTHEAST

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

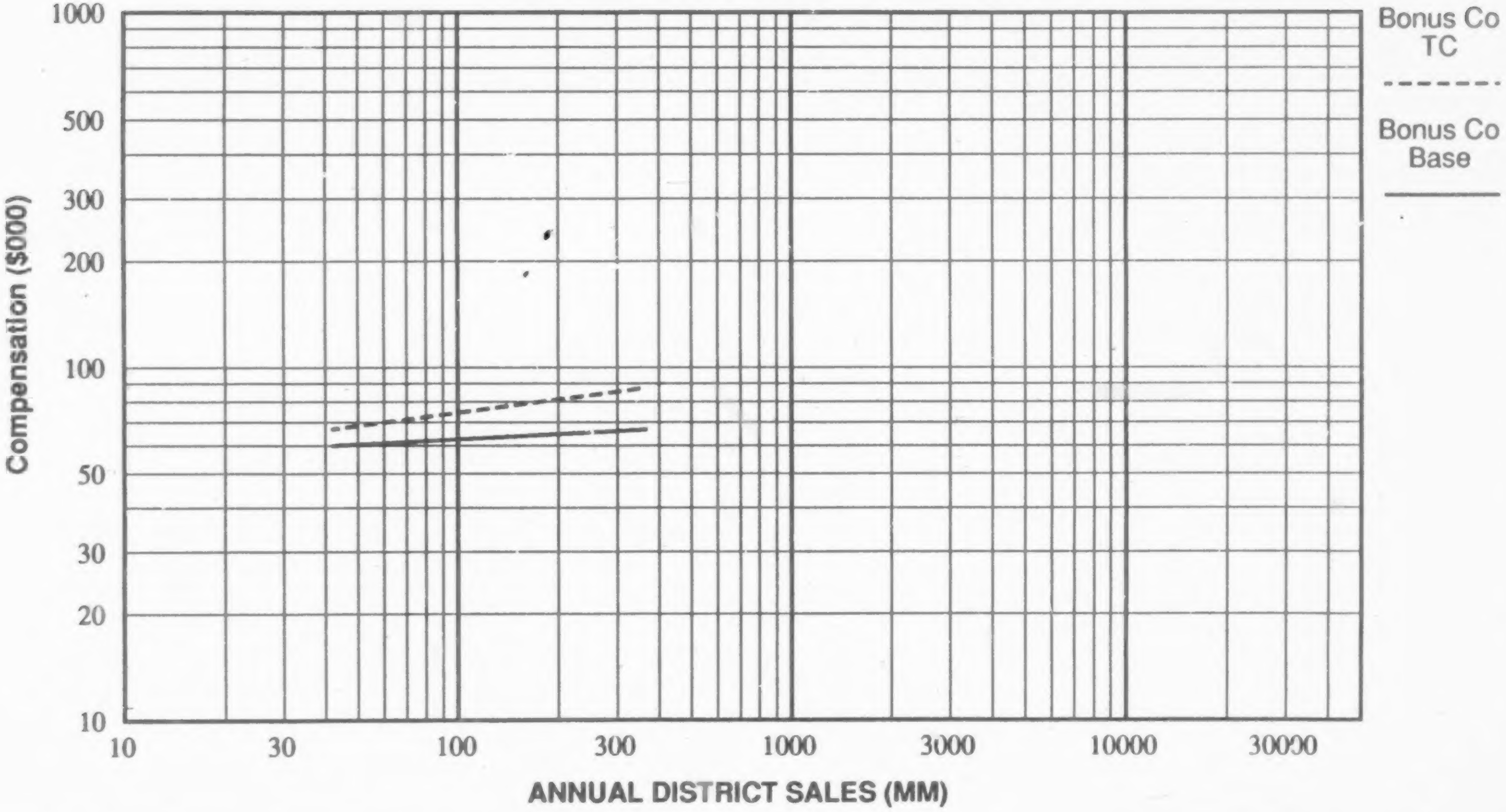
SCOPE ANNL DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$150.0	EXEC. V.P.				$100.0	$ 72.0	$ 90.0	$108.0
AND ABOVE	DIV. V.P./MGR.	$ 79.0	$ 7.7	$ 86.7		63.9	79.9	95.9
	VICE PRESIDENT	74.3	24.6	98.9		54.1	67.0	79.9
	ASST. V.P./DIR	70.9	26.7	97.6				
	ASST. V.P./DIR	70.8	26.7	97.5				
	REG. V.P./MGR.	65.9	49.3	115.2		43.8	56.9	70.0
	REG. V.P./MGR.	65.5	0.0	65.5		53.3	66.7	80.1
	ASST. V.P./DIR	64.1	0.1	64.2		55.8	69.8	83.8
	REG. V.P./MGR.	63.2	5.1	68.3		53.0	65.6	78.0
	REG. V.P./MGR.	62.9	50.8	113.7		43.8	56.9	70.0
	ASST. V.P./DIR	58.8	7.4	66.2		50.3	62.9	75.5
	VICE PRESIDENT	55.4	22.1	77.5		47.7	59.7	71.6
	NO IN POSITION:	80						
$ 213.8	WEIGHTED GROUP AVG:	$ 68.6	$ 17.0	$ 85.6	$100.0			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - DISTRICT MANAGER

REGION #1 - NORTHEAST

SCOPE ANNL DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$149.9		$ 86.4	$ 16.3	$102.7				
TO	GROUP EXEC.	68.8	15.8	84.6		$ 57.3	$ 71.6	$ 85.9
$100.0	ASST. V.P./DIR	65.7	24.7	90.4				
	REG. V.P./MGR.	65.1	0.0	65.1		65.1	80.0	94.9
	REG. V.P./MGR.	64.0	16.3	80.3		50.2	61.3	72.4
	REG. V.P./MGR.	62.0	7.3	69.3		41.9	52.4	62.9
	REG. V.P./MGR.	59.6	0.0	59.6		53.9	66.1	78.3
	ASST. V.P./DIR	49.1	6.7	55.8		43.5	53.3	63.1
	VICE PRESIDENT	44.3	6.3	50.6		42.5	50.0	57.5
	VICE PRESIDENT	36.1	2.1	38.2		33.5	39.5	45.4
	NO IN POSITION:	41						
$ 130.3	WEIGHTED GROUP AVG:	$ 60.4	$ 12.4	$ 72.8				
$99.9	GROUP EXEC.	$ 70.6	$ 16.4	$ 87.0		$ 57.3	$ 71.6	$ 85.9
AND BELOW	VICE PRESIDENT	66.5	16.6	83.1				
	VICE PRESIDENT	66.5	16.6	83.1				
	GROUP EXEC.	66.5	15.3	81.8		57.3	71.6	85.9
	REG. V.P./MGR.	58.4	16.4	74.8		50.2	61.3	72.4
	REG. V.P./MGR.	56.7	15.9	72.6		50.2	61.3	72.4
	VICE PRESIDENT	50.8	0.0	50.8				
	NO IN POSITION:	29						
$ 78.5	WEIGHTED GROUP AVG:	$ 61.4	$ 13.4	$ 74.8				
NO SCOPE	C.O.O.	$ 75.0	$ 0.0	$ 75.0		$ 65.0	$ 75.0	$ 85.0
REPORTED	C.O.O.	72.0	0.0	72.0		60.0	62.0	80.0
	GROUP EXEC.	62.7	10.0	72.7		52.9	70.5	88.1
	GROUP EXEC.	59.5	9.2	68.7		52.9	70.5	88.1
	NO IN POSITION:	11						
	WEIGHTED GROUP AVG:	$ 67.1	$ 5.3	$ 72.4				
	NO IN POSITION:	161						
$ 164.8	POSITION AVERAGE:	$ 65.1	$ 14.3	$ 79.4	$100.0			

POSITION 46. DISTRICT MANAGER
REGION #1 - NORTHEAST



	BonCoBase	TC	Nonbonus
Coeff. Det.	.03	.08	
Std. Error	1.15	1.25	

	BonCoBase	TC	Nonbonus
Slope	.04860	.12369	
Y-Int	1.69917	1.62478	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$500.0				$ 68.9				5.2	1.0	47.0	3.0	B	B
AND ABOVE	$ 60.0	$ 0.0	$ 60.0						1.0	47.0	12.0	225	B
	58.8	6.6	65.4		$ 52.2	$ 65.3	$ 78.4	5.0	2.0	46.0	17.0	B	A
	55.0	23.9	78.9					5.0	2.0	48.0	12.0	A	A
	53.0	20.3	73.3		46.5		68.5	5.0	1.0	45.0	6.0	240	
	50.0	0.0	50.0		45.0	47.5	50.0	5.0	1.0	50.0	2.6	200	A
	48.8	3.4	52.2		30.9		54.0	5.0	1.0	48.0	20.0	245	245
	48.6	0.0	48.6		47.1	57.8	68.5	5.0	2.0	48.0	12.0	225	A
	47.8	13.8	61.6		36.1		47.8	5.0		47.0	8.0	245	
	47.0	9.9	56.9		36.5	45.2	54.0	5.0	1.0	45.0			
	46.3	7.2	53.5		40.0	52.0	62.4	5.0	2.0	50.0	13.0	250	
	43.8	15.0	58.8		34.1	42.2	50.6	5.0	1.0	48.0	.2	110	110
	43.5	4.6	48.1		41.2	51.5	61.8	5.0	2.0	51.0	24.0	B	B
				35.7				5.0	1.0	45.0	30.0	175	A
NO. IN POS: 329													
$ 604.7 WT'D AVG:	$ 54.0	$ 7.1	$ 61.1	$ 67.8									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	SUN.	SUN. PAY	HOL. PAY
$499.9				$ 55.6	$ 44.6	$ 54.6	$ 64.7	5.2	1.0	45.0	3.0	B	B
TO	$ 54.8	$ 12.4	$ 67.2		43.3	52.9	62.6	5.0	2.0	45.0	17.0	B	B
$400.0	54.0	0.0	54.0					5.0	1.0	47.0	12.0	225	B
	52.9	20.2	73.1					5.0	2.0	48.0	12.0	A	A
	51.8	3.6	55.4		45.4	55.9	66.4	5.0	1.0	50.0	3	A	D
	50.9	0.0	50.9		42.3	53.0	63.6	5.0	1.0	45.0		E	E
	48.0	0.0	48.0		45.0	47.5	50.0	5.0	1.0	50.0	2.6	200	A
	47.8	12.1	59.9		36.1		47.8	5.0		47.0	8.0	245	
	47.1	0.0	47.1		43.0	52.7	62.5	5.0	2.0	43.0	12.0	225	225
	44.8	4.3	49.1		41.2	51.2	61.8	5.0	2.0	51.0	24.0	B	B
	44.7	2.5	47.2		30.9	39.4	47.8	5.0	1.0	48.0	20.0	245	245
	42.2	8.3	50.5		31.7	39.3	46.9	5.0	1.0	45.0			
	42.0	3.4	45.4		40.0	52.0	62.4	5.0	2.0	50.0	13.0	250	
	41.1	11.2	52.3		35.2	43.0	51.0	5.5	1.0	50.0	6.0	B	B
	40.7	15.0	55.7		34.1	42.2	50.6	5.0	1.0	48.0	.2	110	110
	40.5	5.2	45.7		32.0	36.0	40.0	5.0	2.0	45.0	20.0	112	112
				38.3				5.5		50.0	40.0	175	A
NO. IN POS: 202													
$ 465.4 WT'D AVG:	$ 49.2	$ 7.0	$ 56.2	$ 52.1									

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SURVEY POSITION 47 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$399.9	$ 65.0	$ 16.2	$ 81.2					5.0	2.0	50.0	17.0	200	A
TO	55.5	0.0	55.5					5.0	1.0	47.0	12.0	225	B
$300.0	51.5	12.9	64.4					5.0	2.0	48.0	12.0	A	A
	50.3	10.6	60.9		$ 40.4	$ 49.5	$ 58.5	5.0	2.0	45.0	17.0	B	D
				$ 50.2	40.5	49.7	58.7	5.2	1.0	45.0	3.0	B	B
	48.7	15.0	63.7					5.0	2.0	48.0	12.0	A	A
	48.0	13.7	61.7		44.0		65.2	5.0	1.0	45.0	6.0	240	A
	47.8	12.2	60.0		36.1		47.8	5.0		47.0	8.0	245	
	46.6	0.0	46.6		39.3	49.0	58.8	5.0	1.0	45.0		E	E
	45.5	1.5	47.0		41.2	51.5	61.8	5.0	2.0	51.0	24.0	B	B
	44.5	3.3	47.8		30.9	39.4	47.8	5.0	1.0	48.0	20.0	245	245
	44.0	0.0	44.0		40.0	45.0	47.5	5.0	1.0	50.0	2.6	200	A
	42.9	5.1	48.0		40.0	52.0	62.4	5.0	2.0	50.0	13.0	250	
	41.4	7.9	49.3		31.7	39.3	46.9	5.0	1.0	45.0			
	38.3	4.7	43.0		32.0	36.0	40.0	5.0	2.0	45.0	20.0	112	112
	38.1	7.8	45.9		35.2	43.0	51.0	5.5	1.0	50.0	6.0	B	B
	37.8	13.0	50.8		30.9	38.6	46.4	5.0	1.0	48.0	.2	110	110
NO. IN POS: 172													
$ 340.5 WT'D AVG:	$ 46.0	$ 9.3	$ 55.3	$ 50.2									

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SURVEY POSITION 47 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$299.9	$ 55.1	$ 13.7	$ 68.8					5.0	2.0	50.0	17.0	200	A
TO	51.9	0.0	51.9					5.0	1.0	47.0	12.0	225	B
$250.0	47.8	9.4	57.2		$ 37.8	$ 46.3	$ 54.7	5.0	2.0	45.0	17.0	B	D
	47.8	12.2	60.0		36.1		47.8	5.0		47.0	8.0	245	
	47.5	14.6	62.1					5.0	2.0	48.0	12.0	A	A
	47.2	0.0	47.2		39.0	47.9	56.8	5.0	2.0	43.0	12.0	225	225
	45.9	1.9	47.8		41.2	51.5	61.8	5.0	2.0	51.0	24.0	B	B
	45.7	9.2	54.9					5.0	2.0	48.0	12.0	A	A
	45.7	8.1	53.8		41.5		62.1	5.0	1.0	45.0	6.0	240	A
	43.5	2.4	45.9		30.9	39.4	47.8	5.0	1.0	48.0	20.0	245	245
	42.5	10.6	53.1					5.0	2.0	50.0	17.0	200	A
	42.5	8.7	51.2		31.7	39.3	46.9	5.0	1.0	45.0			
	42.0	0.0	42.0		40.0	45.0	47.5	5.0	1.0	50.0	2.6	200	A
	41.3	4.1	45.4		40.0	52.0	62.4	5.0	2.0	50.0	13.0	250	
	38.2	6.0	44.2		35.2	43.0	51.0	5.5	1.0	50.0	6.0	B	B
	36.7	5.5	42.2		33.0	35.9	38.8	5.0	2.0	45.0	20.0	112	112
	36.5	13.0	49.5		30.9	38.6	46.4	5.0	1.0	48.0	.2	110	110
				$ 34.0				5.0	3.0	45.0	30.0	175	A
				27.2	17.4	33.7	50.0					B	B
NO. IN POS: 150													
$ 273.0	WT'D AVG: $ 44.7	$ 7.1	$ 51.8	$ 27.6									

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SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$249.9	$ 56.8	$ 0.0	$ 56.8					5.0	1.0	47.0	12.0	225	B
TO	51.9	12.9	64.8					5.0	2.0	50.0	17.0	200	A
$200.0	48.8	11.2	60.0					5.0	2.0	50.0	17.0	200	A
	47.8	12.2	60.0		$ 36.1		$ 47.8	5.0		47.0	8.0	245	
	47.6	8.9	56.5					5.0	2.0	48.0	12.0	A	A
	46.9	8.8	55.7		35.5	43.3	51.1	5.0	2.0	45.0	17.0	B	D
	45.6	11.0	56.6					5.0	2.0	48.0	12.0	A	A
	44.0	3.1	47.1		30.9	39.4	47.8	5.0	1.0	48.0	20.0	245	245
	43.4	1.6	45.0		41.2	51.5	61.8	5.0	2.0	51.0	24.0	B	B
	42.7	0.0	42.7		36.3	45.5	54.5	5.0	1.0	45.0		E	E
	42.0	0.0	42.0		35.0	37.5	42.5	5.0	1.0	50.0	2.6	200	A
	39.3	8.1	47.4		27.8	34.6	41.0	5.0	1.0	45.0			
	36.0	4.5	40.5		33.0	35.9	38.8	5.0	2.0	45.0	20.0	112	112
	36.0	7.1	43.1		35.2	43.0	51.0	5.5	1.0	50.0	6.0	B	B
	35.8	13.0	48.8		30.9	38.6	46.4	5.0	1.0	48.0	.2	110	110
NO. IN POS: 197													
$ 218.8 WT'D AVG:	$ 44.6	$ 7.1	$ 51.7										

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1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

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SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9	$ 50.6	$ 12.7	$ 63.3					5.0	2.0	50.0	17.0	200	A
TO	49.5	0.0	49.5					5.0	1.0	47.0	12.0	225	B
$150.0				$ 47.4	$ 36.8	$ 45.1	$ 53.4	5.2	1.0	45.0	3.0	B	B
	44.1	10.3	54.4					5.0	2.0	48.0	12.0	A	A
	44.0	11.5	55.5					5.0	2.0	48.0	12.0	A	A
	42.3	2.7	45.0		41.2	51.5	61.8	5.0	2.0	51.0	24.0	B	B
	42.1	3.9	46.0		30.9	39.4	47.8	5.0	1.0	48.0	20.0	245	245
	39.3	8.2	47.5		27.8	34.6	41.0	5.0	1.0	45.0			
	35.9	3.7	39.6		35.2		51.0	5.5	1.0	50.0	6.0	B	B
	34.9	3.7	38.6		31.8	35.2	38.5	5.0	2.0	45.0	20.0	112	112
	34.6	11.0	45.6		28.5	35.7	42.8	5.0	1.0	48.0	.2	110	110
				29.5	14.0	34.5	55.0					B	B
NO. IN POS: 118													
$ 169.7 WT'D AVG:	$ 41.6	$ 7.9	$ 49.5	$ 33.2									
$149.9	$ 48.1	$ 12.0	$ 60.1					5.0	2.0	50.0	17.0	200	A
TO	46.0	0.0	46.0					5.0	1.0	47.0	12.0	225	B
$100.0	44.2	0.0	44.2		$ 41.2	$ 51.5	$ 61.8	5.0	2.0	51.0	24.0	B	B
	44.0	8.0	52.0		31.0	37.9	44.7	5.0	2.0	45.0	17.0	B	D
	41.9	8.1	50.0					5.0	2.0	48.0	12.0	A	A
	41.5	8.1	49.6					5.0	2.0	48.0	12.0	A	A
	38.0	0.0	38.0		33.7	42.1	50.6	5.0	1.0	45.0		E	E
	34.5	3.4	37.9		35.2	43.0	51.0	5.5	1.0	50.0	6.0	B	B
	34.3	0.0	34.3					5.0	1.0	45.0	12.0	150	D
	33.0	6.4	39.4		27.8	34.6	41.0	5.0	1.0	45.0			
	31.0	2.8	33.8		23.0	29.6	36.3	5.0	2.0	45.0	20.0	112	112
NO. IN POS: 313													
$ 115.1 WT'D AVG:	$ 39.4	$ 4.8	$ 44.2										

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1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9	$ 42.0	$ 5.0	$ 47.0		$ 41.2	$ 51.5	$ 61.8	5.0	2.0	51.0	24.0	B	B
AND BELOW	41.3	4.6	45.9					5.0	2.0	48.0	12.0	A	A
	39.4	6.5	45.9					5.0	2.0	48.0	12.0	A	A
	37.2	2.1	39.3		35.2	43.0	51.0	5.5	1.0	50.0	6.0	B	B
	35.2	7.6	42.8		27.8	34.6	41.0	5.0	1.0	45.0			
	32.9	2.7	35.6		29.9	31.4	33.0	5.0	2.0	45.0	20.0	112	112
				$ 25.1	16.2	23.1	30.1					B	B
NO. IN POS: 59													
$ 79.5 WT'D AVG:	$ 38.7	$ 5.0	$ 43.7	$ 25.1									
NO SCOPE	$ 60.2	$ 5.4	$ 65.6		$ 48.5	$ 56.3	$ 64.1	5.0	1.0	52.0	13.0	136	A
REPORTED	54.6	10.9	65.5		45.8	57.2	68.5	5.0	1.0	45.0	12.0	225	A
	53.1	5.5	58.6		44.9	52.2	59.4	5.0	1.0	52.0	13.0	136	A
	50.9	12.0	62.9		43.0	53.8	64.5	5.0	1.0	45.0	13.0	225	A
	50.5	4.9	55.4		38.5	44.7	50.9	5.0	1.0	52.0	13.0	136	A
	50.2	5.5	55.7		42.6	48.3	55.0	5.0	1.0	52.0	13.0	136	A
	46.7	4.7	51.4		38.5	44.7	50.9	5.0	1.0	52.0	13.0	136	A
	45.9	6.6	52.5		39.9	45.4	50.8	5.0	1.0	45.0	13.0	225	A
	44.2	4.9	49.1		35.7	41.4	47.2	5.0	1.0	52.0	13.0	136	A
	43.9	3.9	47.8		35.7	41.4	47.2	5.0	1.0	52.0	13.0	136	A
	43.1	3.0	46.1		32.4	39.5	46.5	5.0	1.0	45.0	13.0	225	A
	42.0	4.0	46.0		35.7	41.4	47.2	5.0	1.0	52.0	13.0	136	A
NO. IN POS: 103													
WT'D AVG:	$ 49.4	$ 7.8	$ 57.2										
NO. IN POS: 1643													
$ 322.3 POSITION AVG:	$ 46.0	$ 6.9	$ 52.9	$ 44.4									

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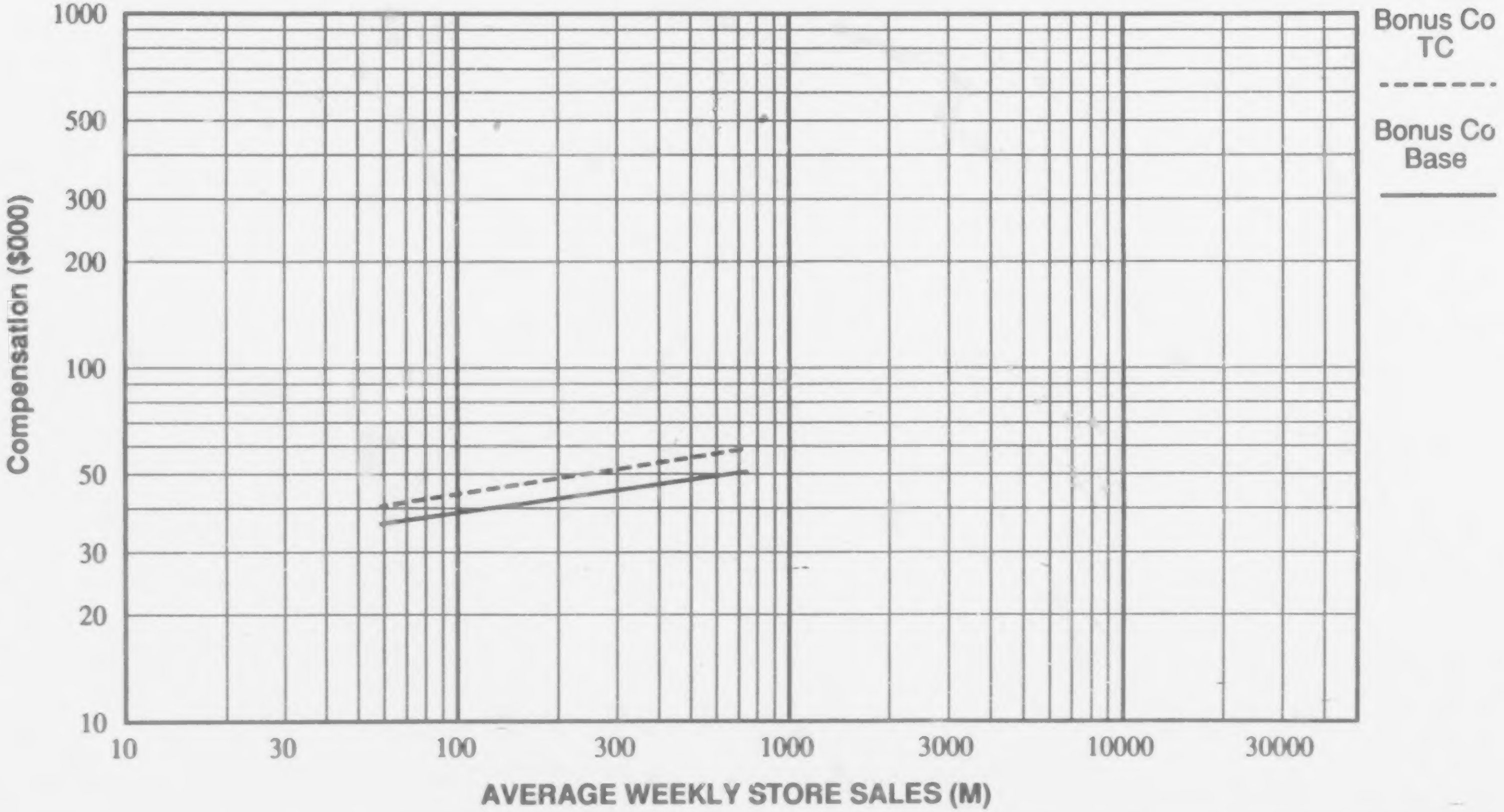
POSITION 47. STORE MANAGER
REGION #1 - NORTHEAST



	BonCoBase	TC	Nonbonus
Coeff. Det.	.27	.22	
Std. Error	1.13	1.17	

	BonCoBase	TC	Nonbonus
Slope	.13480	.14720	
Y-Int	1.31906	1.34839	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$500.0				$ 40.1	$ 33.5	$ 41.0	$ 48.5	5.2	1.5	45.0	44.0	B	B
AND ABOVE	$ 39.8	$ 2.2	$ 42.0		34.7	43.4	52.1	5.0	2.0	50.0	13.0	250	
	38.5	7.0	45.5		34.5		42.9	5.0	5.0	45.0	12.0	240	A
	38.0	0.0	38.0		28.0	38.0	48.0	5.0	3.0	47.0	12.0	200	B
	37.0	4.1	41.1					5.0	3.0	48.0	24.0	A	A
	36.9	2.0	38.9		34.2	42.8	51.4	5.0	2.0	51.0	24.0	B	B
	36.6	0.0	36.6					5.0	2.0	50.0	26.0	175	A
	36.1	8.4	44.5		28.6		36.1	5.0		44.0	8.0	220	
				35.3	27.8	34.7	41.7	5.0	4.0	48.0	20.0	220	220
	34.2	3.6	37.8					5.0	3.0	48.0	24.0	A	A
	33.4	2.6	36.0		26.9	33.3	39.7	5.0	1.0	45.0			
	32.5	6.0	38.5		27.3	33.8	41.0	5.0	1.5	48.0	.5	110	110
				29.1				5.0	2.0	45.0	30.0	175	A
NO. IN POS: 190													
$ 670.5 WT'D AVG:	$ 36.7	$ 3.4	$ 40.1	$ 36.6									

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SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
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SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$499.9	$ 41.0	$ 0.0	$ 41.0		$ 28.0	$ 38.0	$ 48.0	5.0	3.0	47.0	12.0	200	B
TO	41.0	1.6	42.6		33.8	41.2	48.7	5.0	1.0	50.0	.3	A	D
$400.0	37.4	2.8	40.2		34.7	43.4	52.1	5.0	2.0	50.0	13.0	250	
	37.1	5.1	42.2					5.0	3.0	48.0	24.0	A	A
	36.6	0.0	36.6					5.0	2.0	50.0	26.0	175	A
	36.5	0.1	36.6		34.2	42.8	51.4	5.0	2.0	51.0	24.0	B	B
	36.1	6.8	42.9		28.6		36.1	5.0		44.0	8.0	220	
	33.8	0.0	33.8		30.2		34.3	5.0	1.0	45.0	12.0	E	E
				$ 33.1				5.0	4.0	48.0	20.0	220	220
	33.0	6.0	39.0		25.7	32.1	38.5	5.0	1.5	48.0	.5	110	110
	31.3	2.3	33.6		26.9	33.3	39.7	5.0	1.0	45.0			
	30.8	0.8	31.6		24.4	30.0	35.4	5.5	2.0	50.0	52.0	B	B
	30.1	2.8	32.9		25.4	28.5	31.6	5.0	2.0	45.0	20.0	112	112
NO. IN POS: 190													
$ 469.6 WT'D AVG:	$ 37.3	$ 2.1	$ 39.4	$ 33.1									

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SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
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SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$399.9	$ 44.4	$ 3.8	$ 48.2		$ 38.3	$ 47.9	$ 57.5	5.0	2.0	46.0	17.0	B	A
TO	41.3	0.0	41.3		28.0	38.0	48.0	5.0	3.0	47.0	12.0	200	B
$300.0	39.3	9.8	49.1					5.0	3.0	50.0	17.0	200	A
	36.5	5.3	41.8		33.5		41.8	5.0	5.0	45.0	12.0	240	A
	36.2	1.0	37.2		34.2	42.8	51.4	5.0	2.0	51.0	24.0	B	B
	36.1	6.6	42.7		28.6		36.1	5.0		44.0	8.0	220	
	36.0	2.7	38.7		34.7	43.4	52.1	5.0	2.0	50.0	13.0	250	
	35.9	3.8	39.7					5.0	3.0	48.0	24.0	A	A
	34.5	3.7	38.2					5.0	3.0	48.0	24.0	A	A
	33.9	1.6	35.5		26.9	33.3	39.7	5.0	1.0	45.0			
				$ 33.4				5.0	4.0	48.0	20.0	220	220
	32.3	6.0	38.3		23.8	29.8	35.7	5.0	1.5	48.0	.5	110	110
	32.3	0.0	32.3		28.6		32.2	5.0	1.0	45.0	12.0	E	E
	29.7	2.7	32.4		25.4	28.5	31.6	5.0	2.0	45.0	20.0	112	112
	29.7	0.7	30.4		24.4	30.0	35.4	5.5	2.0	50.0	52.0	B	B
				28.6			28.6	5.0	2.0	48.0	.5		
NO. IN POS: 425													
$ 317.7 WT'D AVG:	$ 41.4	$ 3.7	$ 45.1	$ 32.7									

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SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$299.9	$ 41.6	$ 10.4	$ 52.0					5.0	3.0	50.0	17.0	200	A
TO	41.6	10.4	52.0					5.0	3.0	50.0	17.0	200	A
$250.0				$ 38.4	$ 30.9	$ 38.0	$ 45.1	5.0	2.0	48.0	12.0	200	A
				37.2	29.5	35.0	40.6	5.0	2.0	43.0	12.0	200	200
	36.7	0.1	36.8		34.2	42.8	51.4	5.0	2.0	51.0	24.0	B	B
	36.4	3.3	39.7		32.5		40.8	5.0	5.0	45.0	12.0	240	A
	36.1	6.6	42.7		28.6		36.1	5.0		44.0	8.0	220	
	35.9	1.5	37.4		34.7	43.4	52.1	5.0	2.0	50.0	13.0	250	
	31.8	6.0	37.8		23.8	29.8	35.7	5.0	1.5	48.0	.5	110	110
	31.8	2.2	34.0		26.9	33.3	39.7	5.0	1.0	45.0			
	28.4	0.7	29.1		24.4	30.0	35.4	5.5	2.0	50.0	52.0	B	B
	27.3	2.1	29.4		24.6	28.6	32.7	5.0	2.0	45.0	20.0	112	112
NO. IN POS: 82													
$ 277.7 WT'D AVG:	$ 33.6	$ 2.8	$ 36.4	$ 37.9									

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SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
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SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$249.9	$ 38.2	$ 9.6	$ 47.8					5.0	3.0	50.0	17.0	200	A
TO	37.5	9.3	46.8					5.0	3.0	50.0	17.0	200	A
$175.0	37.3	1.0	38.3		$ 34.2	$ 42.8	$ 51.4	5.0	2.0	51.0	24.0	B	B
	36.8	0.0	36.8		28.0	38.0	48.0	5.0	3.0	47.0	12.0	200	B
	36.4	0.0	36.4		34.2	42.8	51.4	5.0	2.0	51.0	24.0	B	B
	36.1	6.6	42.7		28.6		36.1	5.0		44.0	8.0	220	
				$ 35.4	29.5	35.0	40.6	5.0	2.0	43.0	12.0	200	200
				33.4				5.0	4.0	48.0	20.0	220	220
				32.0				5.0	2.0	45.0	30.0	175	A
	31.3	0.0	31.3		28.1		31.7	5.0	1.0	45.0	12.0	E	E
	29.6	6.0	35.6		21.1	26.4	31.7	5.0	1.5	48.0	.5	110	110
	29.4	6.0	35.4		21.1	26.4	31.7	5.0	1.5	48.0	.5	110	110
	28.8	0.9	29.7		24.4	30.0	35.4	5.5	2.0	50.0	52.0	B	B
	28.1	1.7	29.8		20.1	25.1	30.1	5.0	1.0	45.0			
	27.2	1.4	28.6		20.1	25.1	30.1	5.0	1.0	45.0			
	25.9	2.0	27.9		24.6	28.6	32.7	5.0	2.0	45.0	20.0	112	112
NO. IN POS: 94													
$ 222.9 WT'D AVG:	$ 30.9	$ 2.0	$ 32.9	$ 34.8									

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SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
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SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$174.9	$ 38.4	$ 0.0	$ 38.4		$ 34.2	$ 42.8	$ 51.4	5.0	2.0	51.0	24.0	B	B
AND BELOW	36.1	9.0	45.1					5.0	3.0	50.0	17.0	200	A
	35.5	8.8	44.3					5.0	3.0	50.0	17.0	200	A
	35.2	2.5	37.7					5.0	3.0	48.0	24.0	A	A
	29.6	0.5	30.1		24.4	30.0	35.4	5.5	2.0	50.0	52.0	B	B
	29.5	0.7	30.2		24.4	30.0	35.4	5.5	2.0	50.0	52.0	B	B
	29.4	0.0	29.4		27.6		29.6	5.0	1.0	45.0	12.0	E	E
	29.0	0.8	29.8		24.4	30.0	35.4	5.5	2.0	50.0	52.0	B	B
	28.6	2.1	30.7		23.9	25.7	27.6	5.0	2.0	45.0	20.0	112	112
	28.5	2.5	31.0		25.3	27.2	29.2	5.0	2.0	45.0	20.0	112	112
	25.3	1.7	27.0		16.7	22.7	28.8	5.0	2.0	45.0	20.0	112	112
	24.5	1.4	25.9		20.1	25.1	30.1	5.0	1.0	45.0			
	22.7	1.0	23.7		20.1	25.1	30.1	5.0	1.0	45.0			
				$ 19.6								B	B
				18.1	9.5	16.5	23.6					B	B
NO. IN POS: 188													
$ 121.5 WT'D AVG:	$ 30.0	$ 2.5	$ 32.5	$ 19.3									

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1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
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SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED	$ 42.5	$ 3.2	$ 45.7		$ 35.3	$ 41.6	$ 47.8	5.0	1.0	45.0	13.0	200	A
	40.1	3.6	43.7		34.4	40.4	46.4	5.0	3.0	50.0	26.0	123	A
	39.9	3.2	43.1		31.6	37.1	42.6	5.0	1.0	45.0	13.0	200	A
	39.9	3.2	43.1		33.3	39.1	44.9	5.0	1.0	45.0	13.0	200	A
	39.7	3.1	42.8		34.4	40.4	46.4	5.0	3.0	50.0	26.0	123	A
	39.6	1.5	41.1		34.4	40.4	46.4	5.0	3.0	50.0	26.0	123	A
	38.6	2.5	41.1		33.0	38.8	44.6	5.0	3.0	45.0	26.0	175	A
	37.4	1.9	39.3		31.1	36.6	42.0	5.0	3.0	45.0	26.0	175	A
	37.2	3.0	40.2		31.3	36.7	42.2	5.0	3.0	50.0	26.0	123	A
	37.1	3.6	40.7		31.3	36.7	42.2	5.0	3.0	50.0	26.0	123	A
	36.0	3.9	39.9		31.3	36.7	42.2	5.0	3.0	50.0	26.0	123	A
				$ 35.4	29.1	34.2	39.3	5.0	3.0	45.0	26.0	175	A
	35.2	3.2	38.4		31.3	36.7	42.2	5.0	3.0	50.0	26.0	123	A
	33.4	2.0	35.4		29.5	34.7	39.9	5.0	3.0	45.0	26.0	175	A
NO. IN POS: 101 WT'D AVG:	$ 37.8	$ 2.6	$ 40.4	$ 35.4									
NO. IN POS: 1270 $ 357.8 POSITION AVG:	$ 37.4	$ 3.0	$ 40.4	$ 30.3									

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POSITION 48. ASSISTANT/CO-STORE MANAGER
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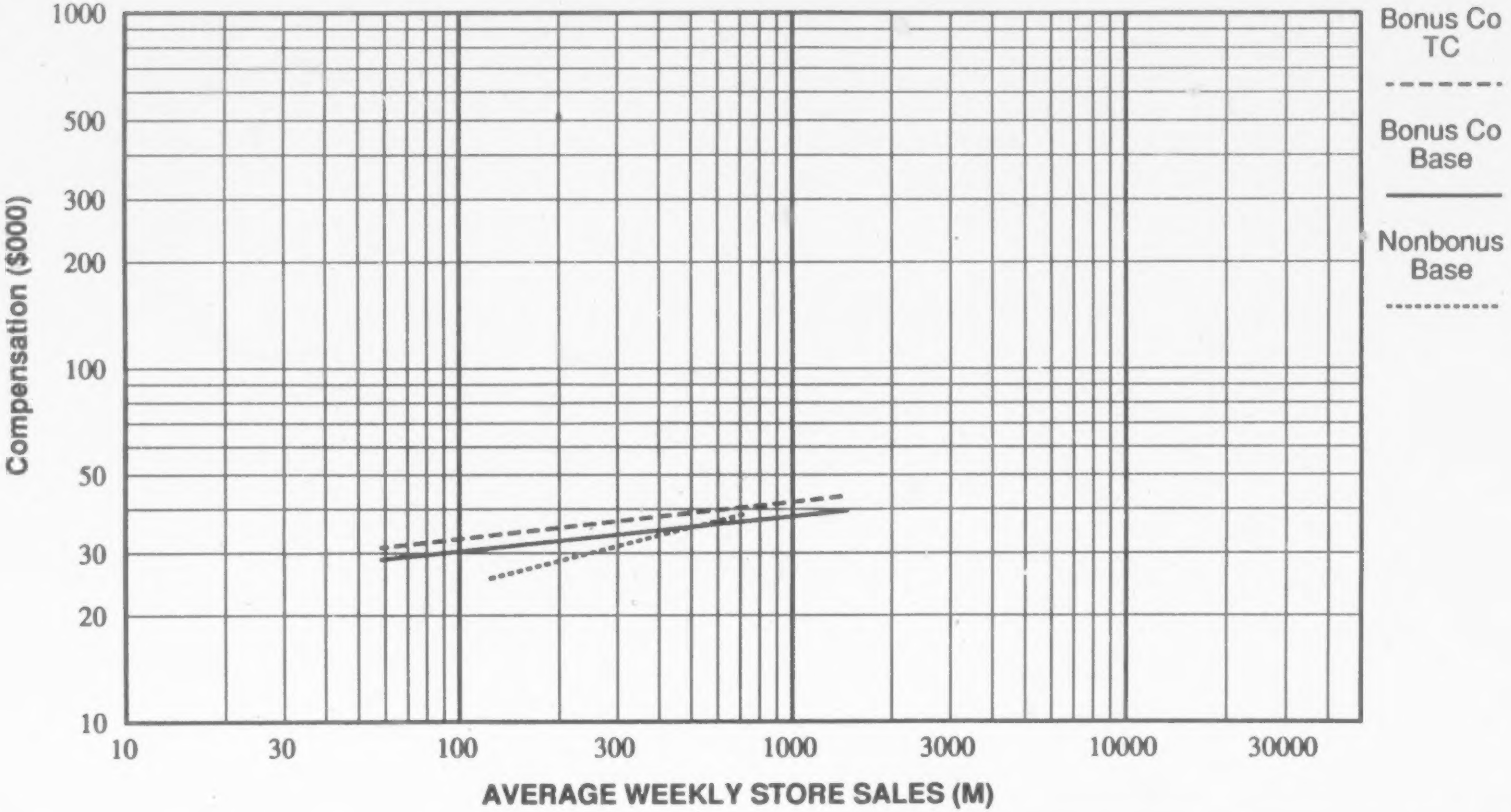

	BonCoBase	TC	Nonbonus
Coeff. Det.	.17	.13	.52
Std. Error	1.14	1.17	1.19

	BonCoBase	TC	Nonbonus
Slope	.09841	.10457	.23917
Y-Int	1.28539	1.30728	0.90492

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT
MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$70.0				$ 40.7				5.0		40.0		F	E
AND ABOVE	$ 37.9	$ 0.4	$ 38.3		$ 24.1	$ 30.3	$ 36.5	5.0	1.0	45.0			
				36.9				5.0	1.0	40.0	13.0	E	E
				36.1				5.0		45.0	40.0	E	E
	36.0	0.0	36.0					5.0	1.0	40.0	8.0		
				35.9				5.0	1.0	40.0	5.0	E	E
				35.9				5.0	1.0	40.0	5.0	E	E
	34.5	0.0	34.5		31.7		35.4	5.0	1.0	45.0	12.0	E	E
NO. IN POS: 159													
$ 74.6 WT'D AVG:	$ 35.0	$ 0.0	$ 35.0	$ 40.1									
$69.9				$ 39.1	$ 32.5	$ 38.5	$ 44.6	5.0	2.0	40.0	12.0	F	F
TO	$ 38.7	$ 3.5	$ 42.2					5.0	1.0	40.0	12.0	E	E
$50.0	38.6	4.4	43.0					5.0	1.0	40.0	12.0	F	E
				37.2				5.0	1.0	40.0	24.0	E	E
				36.9				5.0	2.0	40.0	17.0		E
				36.4				5.0	1.0	40.0	13.0	E	E
	36.0	0.0	36.0					5.0	1.0	40.0	8.0		
	35.4	6.0	41.4		28.5	28.5	28.5	5.0	1.0	43.0	.4	E	E
				35.1	35.1	35.1	35.1	5.0	1.0	40.0		0.0	E
	34.6	1.4	36.0		24.1	30.3	36.5	5.0	1.0	45.0			
	33.3	0.0	33.3		30.2		33.8	5.0	1.0	45.0	12.0	E	E
	29.7	5.6	35.3		27.9		29.7	5.0		40.0	8.0	E	E
				28.6				5.0	1.0	41.0	3.0	E	F
				22.8	21.1	22.3	23.4	5.0	2.0	40.0		0	E
NO. IN POS: 297													
$ 60.7 WT'D AVG:	$ 35.3	$ 3.0	$ 38.3	$ 35.9									

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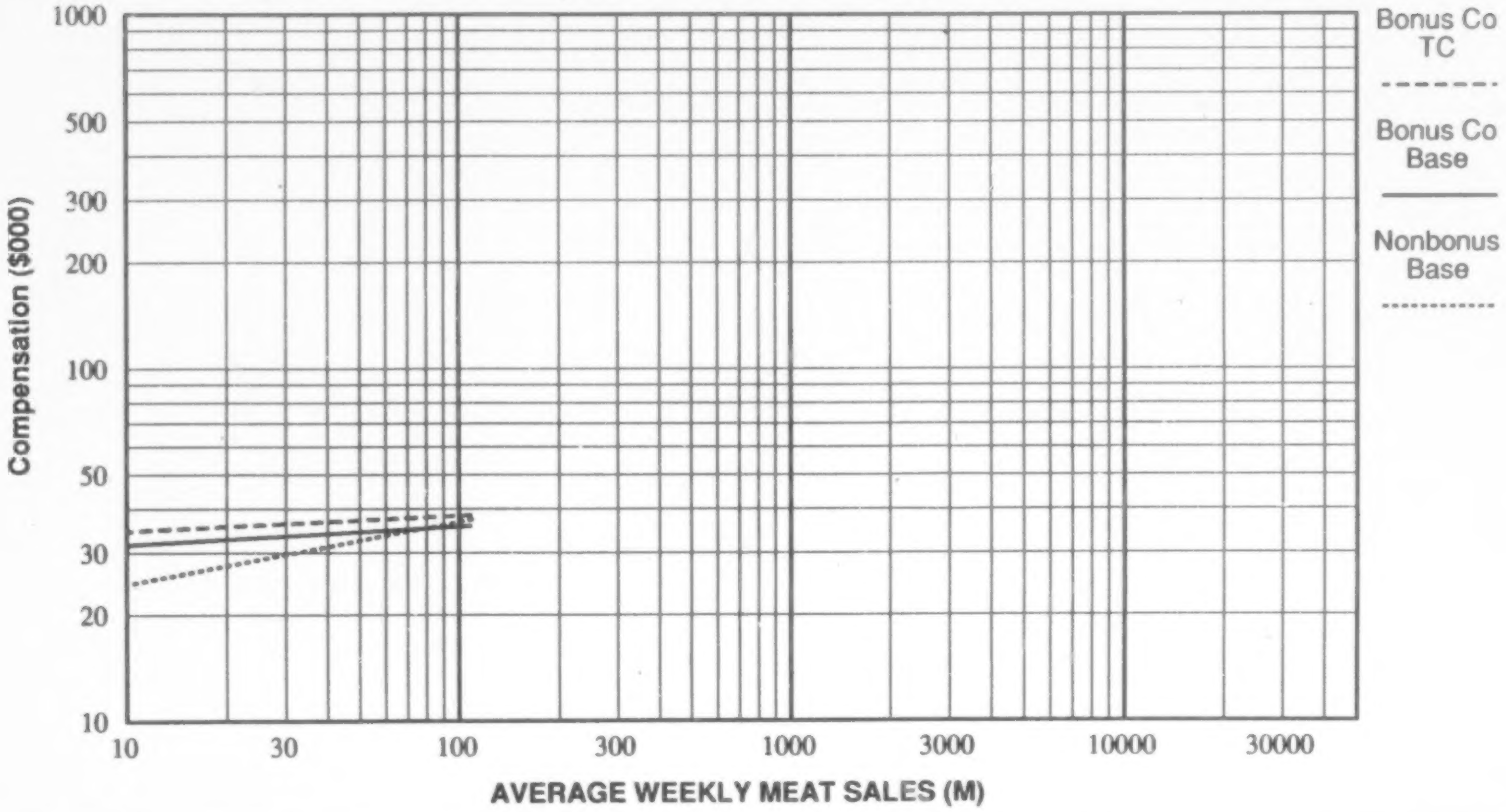
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$49.9	$ 38.6	$ 4.4	$ 43.0					5.0	1.0	40.0	12.0	F	E
TO	37.2	3.3	40.5					5.0	1.0	40.0	12.0	E	E
$35.0	36.2	0.0	36.2					5.0	1.0	40.0	8.0		
				$ 36.1				5.0		45.0	40.0	E	E
				35.9				5.0	1.0	40.0	5.0	E	E
				35.3				5.0	1.0	40.0	13.0	E	E
	33.4	1.1	34.5		$ 24.1	$ 30.3	$ 36.5	5.0	1.0	45.0			
	29.7	8.1	37.8		27.9		29.7	5.0		40.0	8.0	E	E
				28.6				5.0	1.0	41.0	3.0	E	F
	28.5	6.0	34.5		28.5	28.5	28.5	5.0	1.0	43.0	.4	E	E
				25.9	22.6	28.8	35.0					E	E
				23.5	21.1	22.3	23.4	5.0	2.0	40.0		0	E
NO. IN POS: 114													
$ 43.9 WT'D AVG:	$ 33.4	$ 3.4	$ 36.8	$ 29.2									
$34.9				$ 40.7	$ 32.5	$ 38.5	$ 44.6	5.0	2.0	40.0	12.0	F	F
TO	$ 38.6	$ 4.4	$ 43.0					5.0	1.0	40.0	12.0	F	E
$25.0	38.6	4.4	43.0					5.0	1.0	40.0	12.0	F	E
				35.9				5.0	1.0	40.0	5.0	E	E
	35.4	0.0	35.4					5.0	1.0	40.0	8.0		
	31.9	0.0	31.9		29.6		32.8	5.0	1.0	45.0	12.0	E	E
	31.4	1.3	32.7		22.4	27.5	32.6	5.0	1.0	45.0			
	29.7	7.7	37.4		27.9		29.7	5.0		40.0	8.0	E	E
				28.6				5.0	1.0	41.0	3.0	E	F
	28.5	6.0	34.5		28.5	28.5	28.5	5.0	1.0	43.0	.4	E	E
				23.3	21.1	22.3	23.4	5.0	2.0	40.0		0	E
NO. IN POS: 106													
$ 31.2 WT'D AVG:	$ 32.4	$ 2.2	$ 34.6	$ 32.0									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9 AND BELOW	$ 38.6	$ 4.4	$ 43.0					5.0	1.0	40.0	12.0	F	E
	38.6	4.4	43.0					5.0	1.0	40.0	12.0	F	E
				$ 35.9				5.0	1.0	40.0	5.0	E	E
	31.8	1.4	33.2		$ 22.4	$ 27.5	$ 32.6	5.0	1.0	45.0			
	31.3	1.0	32.3		22.4	27.5	32.6	5.0	1.0	45.0			
	30.1	0.0	30.1		28.6		31.2	5.0	1.0	45.0	12.0	E	E
	29.7	6.5	36.2		27.9		29.7	5.0		40.0	8.0	E	E
	28.8	0.0	28.8					5.0	1.0	45.0	26.0	E	E
				28.6				5.0	1.0	41.0	3.0	E	F
				28.6				5.0	1.0	41.0	3.0	E	F
				23.8	19.7	23.8	28.0					E	E
				23.4	21.1	22.3	23.4	5.0	2.0	40.0		O	E
				23.3	21.1	22.3	23.4	5.0	2.0	40.0		O	E
				23.1	18.5	22.0	25.5					E	E
NO. IN POS: 227													
$ 17.5 WT'D AVG:	$ 30.2	$ 0.8	$ 31.0	$ 25.4									
NO SCOPE REPORTED	$ 36.6	$ 1.4	$ 38.0					5.0		40.0	25.0	E	E
NO. IN POS: 64 WT'D													
NO. IN POS: 967													
$ 46.7 POSITION AVG:	$ 33.2	$ 1.8	$ 35.0	$ 34.3									

POSITION 49. MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST



	BonCoBase	TC	Nonbonus
Coeff. Det.	.08	.05	.29
Std. Error	1.11	1.12	1.19

	BonCoBase	TC	Nonbonus
Slope	.05111	.04427	.17803
Y-Int	1.44909	1.49459	1.20968

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

REGION #1 - NORTHEAST

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$300.0	$ 40.3	$ 4.6	$ 44.9					5.0	1.0	50.0	26.0	175	
AND ABOVE				$ 37.5				5.0		40.0		F	E
				33.2				5.0	1.0	40.0	13.0	E	E
	30.2	0.0	30.2		$ 29.1		$ 32.2	5.0	1.0	45.0	12.0	E	E
	28.8	0.9	29.7		21.6	27.0	32.4						
	27.3	6.0	33.3		25.2		30.9	5.0	2.0	50.0	.6	110	110
NO. IN POS: 155													
$ 359.8 WT'D AVG:	$ 30.8	$ 1.0	$ 31.8	$ 37.4									
$299.9	$ 40.3	$ 4.6	$ 44.9					5.0	1.0	50.0	26.0	175	
TO	38.2	3.4	41.6					5.0	1.0	40.0	24.0	E	E
$200.0				$ 31.2				5.0	1.0	40.0	13.0	E	E
				30.9	$ 32.5	$ 38.5	$ 44.6	5.0	2.0	43.0	12.0	F	F
	30.1	10.0	40.1		27.1		30.1	5.0		45.0	12.0	E	E
				28.9				5.0	1.0	40.0	15.0	E	E
	28.6	0.0	28.6		27.0		30.4	5.0	1.0	45.0	12.0	E	E
				28.1				5.0	2.0	45.0	4.0	E	E
				28.0				5.0	1.0	41.0	3.0	E	F
	27.6	0.0	27.6					5.0	2.0	40.0	12.0	E	
	27.3	6.0	33.3		25.2		30.9	5.0	2.0	50.0	.6	110	110
	25.8	0.9	26.7		21.6	27.0	32.4						
NO. IN POS: 83													
$ 230.6 WT'D AVG:	$ 32.1	$ 3.5	$ 35.6	$ 29.3									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

REGION #1 - NORTHEAST

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9	$ 40.3	$ 4.6	$ 44.9					5.0	1.0	50.0	26.0	175	
TO	37.1	3.3	40.4					5.0	1.0	40.0	24.0	E	E
$150.0				$ 35.1	$ 35.1	$ 35.1	$ 35.1	5.0		40.0		0.0	E
				31.2				5.0	1.0	40.0	13.0	E	E
	30.1	10.0	40.1		27.1		30.1	5.0		45.0	12.0	E	E
	28.8	0.0	28.8					5.0	2.0	40.0	12.0	E	
				28.0				5.0	1.0	41.0	3.0	E	F
	27.3	6.0	33.3		25.2		30.9	5.0	2.0	50.0	.6	110	110
				18.6	10.4	20.1	29.9					E	E
NO. IN POS: 158													
$ 168.3 WT'D AVG:	$ 31.6	$ 5.0	$ 36.6	$ 30.7									
$149.9	$ 40.3	$ 4.6	$ 44.9					5.0	1.0	50.0	26.0	175	
TO	35.5	3.2	38.7					5.0	1.0	40.0	24.0	E	E
$100.0	30.1	10.0	40.1		$ 27.1		$ 30.1	5.0		45.0	12.0	E	E
	29.4	0.0	29.4					5.0	2.0	40.0	12.0	E	
				$ 28.9	32.5	38.5	44.6	5.0	2.0	43.0	12.0	F	F
				28.0				5.0	1.0	41.0	3.0	E	F
	27.9	0.0	27.9		26.5		29.4	5.0	1.0	45.0	12.0	E	E
				27.8				5.0	1.0	42.5	4.0	E	E
	27.3	6.0	33.3		25.2		30.9	5.0	2.0	50.0	.6	110	110
				19.1	11.6	19.8	28.0					E	E
NO. IN POS: 120													
$ 123.0 WT'D AVG:	$ 30.5	$ 3.5	$ 34.0	$ 23.9									

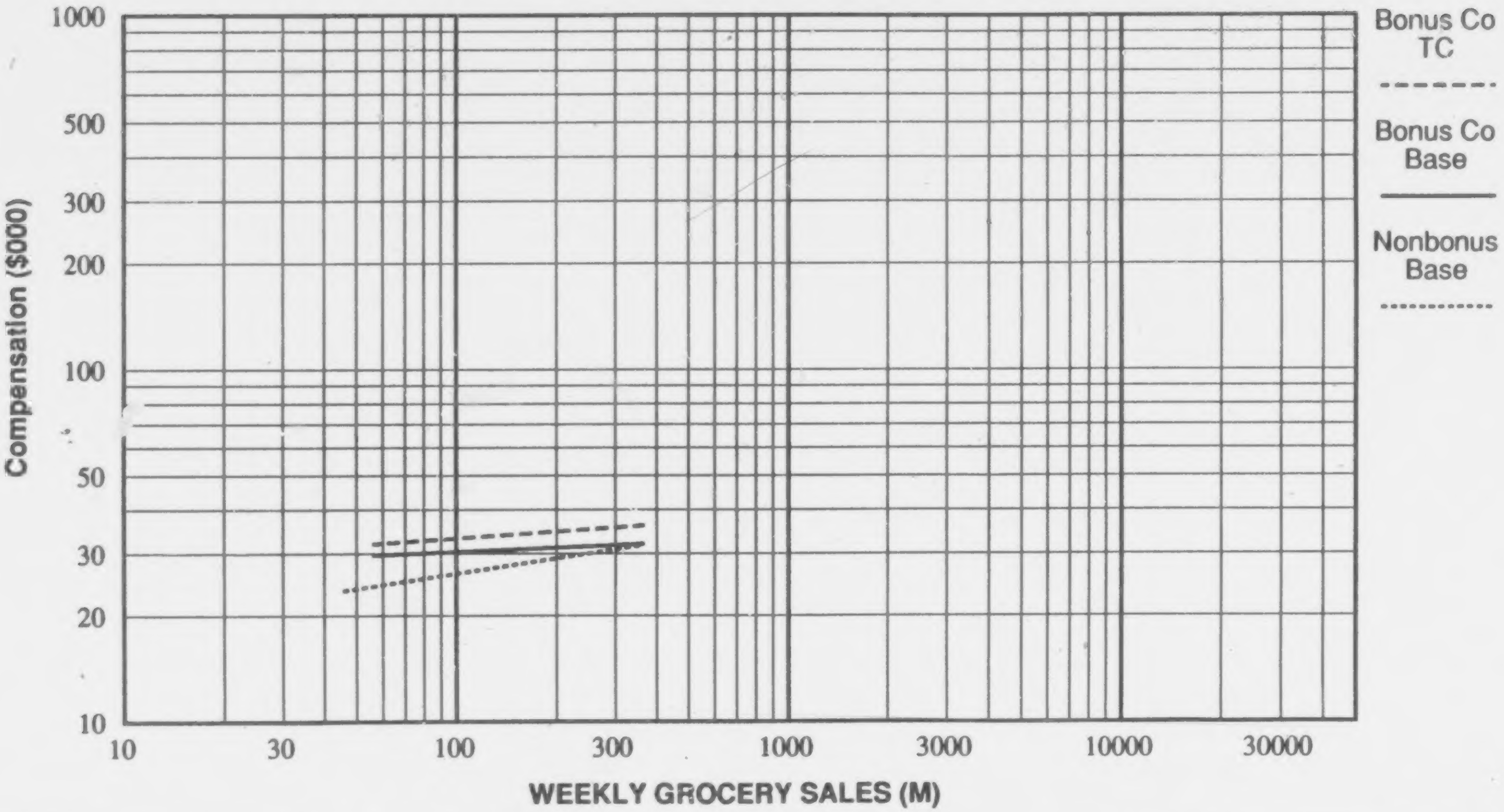
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

REGION #1 - NORTHEAST

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9	$ 40.3	$ 4.6	$ 44.9					5.0	1.0	50.0	26.0	175	
AND BELOW	29.6	0.0	29.6					5.0	2.0	40.0	12.0	E	
	29.1	0.0	29.1					5.0	2.0	40.0	12.0	E	
				$ 28.0				5.0	1.0	41.0	3.0	E	F
				28.0				5.0	1.0	41.0	3.0	E	F
				28.0				5.0	1.0	41.0	3.0	E	F
	27.3	6.0	33.3		$ 25.2		$ 30.9	5.0	2.0	50.0	.6	110	110
	27.1	0.0	27.1					5.0		40.0		E	E
	26.8	0.0	26.8		26.0		28.1	5.0	1.0	45.0	12.0	E	E
				19.7	13.5	20.5	27.5					E	E
NO. IN POS: 137													
$ 74.7 WT'D AVG:	$ 27.5	$ 0.2	$ 27.7	$ 24.5									
NO SCOPE REPORTED	$ 34.3	$ 1.5	$ 35.8					5.0		40.0	25.0	E	E
NO. IN POS: 66 WT'D													
NO. IN POS: 719													
$ 193.7 POSITION AVG:	$ 30.7	$ 2.1	$ 32.8	$ 31.2									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 50. GROCERY MANAGER
REGION #1 - NORTHEAST



	BonCoBase	TC	Nonbonus
Coeff. Det.	.02	.03	.21
Std. Error	1.17	1.21	1.19

	BonCoBase	TC	Nonbonus
Slope	.04078	.06608	.14729
Y-Int	1.40120	1.38730	1.12541

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER

REGION #1 - NORTHEAST

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$35.0	$ 36.8	$ 3.3	$ 40.1					5.0	1.0	40.0	12.0	E	E
AND ABOVE				$ 31.0				5.0	1.0	40.0	26.0	E	E
	30.8	0.0	30.8					5.0	2.0	40.0	8.0		
	30.7	1.5	32.2		$ 24.1	$ 30.3	$ 36.5	5.0	1.0	45.0			
	30.6	0.0	30.6					5.0	2.0	40.0	8.0		
	30.4	0.0	30.4					5.0	2.0	40.0	8.0		
	27.7	6.7	34.4		23.0		27.5	5.0		40.0	12.0	E	E
	27.5	0.9	28.4		24.1	30.3	36.5	5.0	1.0	45.0			
NO. IN POS: 36													
$ 47.1 WT'D AVG:	$ 32.6	$ 1.8	$ 34.4	$ 31.0									
$34.9	$ 35.5	$ 3.2	$ 38.7					5.0	1.0	40.0	12.0	E	E
TO	31.9	2.9	34.8					5.0	1.0	40.0	12.0	F	E
$25.0	31.9	2.9	34.8					5.0	1.0	40.0	12.0	F	E
				$ 31.0				5.0	1.0	40.0	26.0	E	E
	30.3	0.0	30.3					5.0	2.0	40.0	8.0		
				30.1				5.0	1.0	40.0	13.0	E	E
	28.1	0.9	29.0		$ 24.1	$ 30.3	$ 36.5	5.0	1.0	45.0			
	27.5	4.3	31.8		23.0		27.5	5.0		40.0	12.0	E	E
	23.5	4.0	27.5		23.3		25.0	5.0	1.0	43.0	.5	E	E
NO. IN POS: 45													
$ 28.3 WT'D AVG:	$ 30.5	$ 1.8	$ 32.3	$ 30.7									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER

REGION #1 - NORTHEAST

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9				$ 36.0				5.0		40.0		F	E
TO	$ 34.2	$ 3.1	$ 37.3					5.0	1.0	40.0	12.0	E	E
$15.0				31.0				5.0	1.0	40.0	26.0	E	E
				30.3				5.0	1.0	40.0	15.0	E	E
				30.3	$ 26.8	$ 31.9	$ 37.0	5.0	2.0	40.0	12.0	F	F
				29.7				5.0	1.0	40.0	13.0	E	E
	28.3	0.0	28.3					5.0	2.0	40.0	8.0		
	28.3	0.0	28.3		26.5		30.7	5.0	1.0	45.0	12.0	E	E
	28.1	1.0	29.1		24.1	30.3	36.5	5.0	1.0	45.0			
	27.5	2.0	29.5		23.0		27.5	5.0		40.0	12.0	E	E
				25.7				5.0	1.0	41.0	3.0	E	F
				23.7				5.0		40.0	4.0	E	E
	23.5	4.0	27.5		23.3		25.0	5.0	1.0	43.0	.5	E	E
NO. IN POS: 247													
$ 21.5 WT'D AVG:	$ 27.6	$ 1.8	$ 29.4	$ 34.3									
$14.9	$ 31.9	$ 2.9	$ 34.8					5.0	1.0	40.0	12.0	F	E
TO	31.9	2.9	34.8					5.0	1.0	40.0	12.0	F	E
$10.0				$ 31.0				5.0	1.0	40.0	26.0	E	E
				29.5				5.0	1.0	40.0	13.0	E	E
	27.5	0.0	27.5		$ 25.0		$ 28.9	5.0	1.0	45.0	12.0	E	E
	27.5	8.0	35.5		23.0		27.5	5.0		40.0	12.0	E	E
				24.6				5.0		40.0	4.0	E	E
	23.5	4.0	27.5		23.3		25.0	5.0	1.0	43.0	.5	E	E
				22.4	22.4	22.4	22.4	5.0		40.0		0.0	E
NO. IN POS: 150													
$ 12.0 WT'D AVG:	$ 26.7	$ 2.9	$ 29.6	$ 23.7									

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                                          FOOD MARKETING INSTITUTE
                                   1990-1991 MANAGEMENT COMPENSATION STUDY
                                      SURVEY POSITION 51 - DELI MANAGER

                                           REGION #1 - NORTHEAST
       SCOPE               BONUS COMPANIES            NONBONUS    SALARY    RANGE        WORK SCHEDULE/PAY PRACTICES
   WKLY DELI SALES                      TOTAL        COMPANIES ----------------------   #   #    #     #   SUN.HOL.
      ($THOU)          SALARY  BONUS    COMP         SALARY     MIN      MID      MAX   DYS.NTS.HRS.  SUN.  PAY PAY
-------------------- ------  ------  ------      ---------  ------  ------  ------  --------------------------
        $9.9                                       $ 27.4   $ 26.8  $ 31.9  $ 37.0 5.0 2.0 40.0 12.0    F   F
    AND BELOW          $ 27.1  $  0.0  $ 27.1                                      5.0 1.0 40.0 26.0    E   E
                         26.4     1.0    27.4                 18.0    22.5    27.2 5.0 1.0 45.0
                         26.2     0.0    26.2                 24.4            27.8 5.0 1.0 45.0 12.0    E   E
                                                   25.7                            5.0 1.0 41.0  3.0    E   F
                         24.4     0.0    24.4                 24.2            26.8 5.0 1.0 45.0 12.0    E   E
                                                   17.2        9.8    17.6    25.4                      E   E
                       ------  ------  ------  ------
     NO. IN POS:  268
                WT'D
    $    6.3    AVG: $ 26.8  $  0.2  $ 27.0  $ 21.9
---------------------------------------------------------------------------------------------------------
     NO SCOPE          $ 32.8  $  1.5  $ 34.3                                      5.0     40.0 25.0    E   E
     REPORTED
     NO. IN POS:   70
                WT'D
---------------------------------------------------------------------------------------------------------
     NO. IN POS:  816
              POSITION
    $   15.8    AVG: $ 28.7  $  1.4  $ 30.1  $ 27.8
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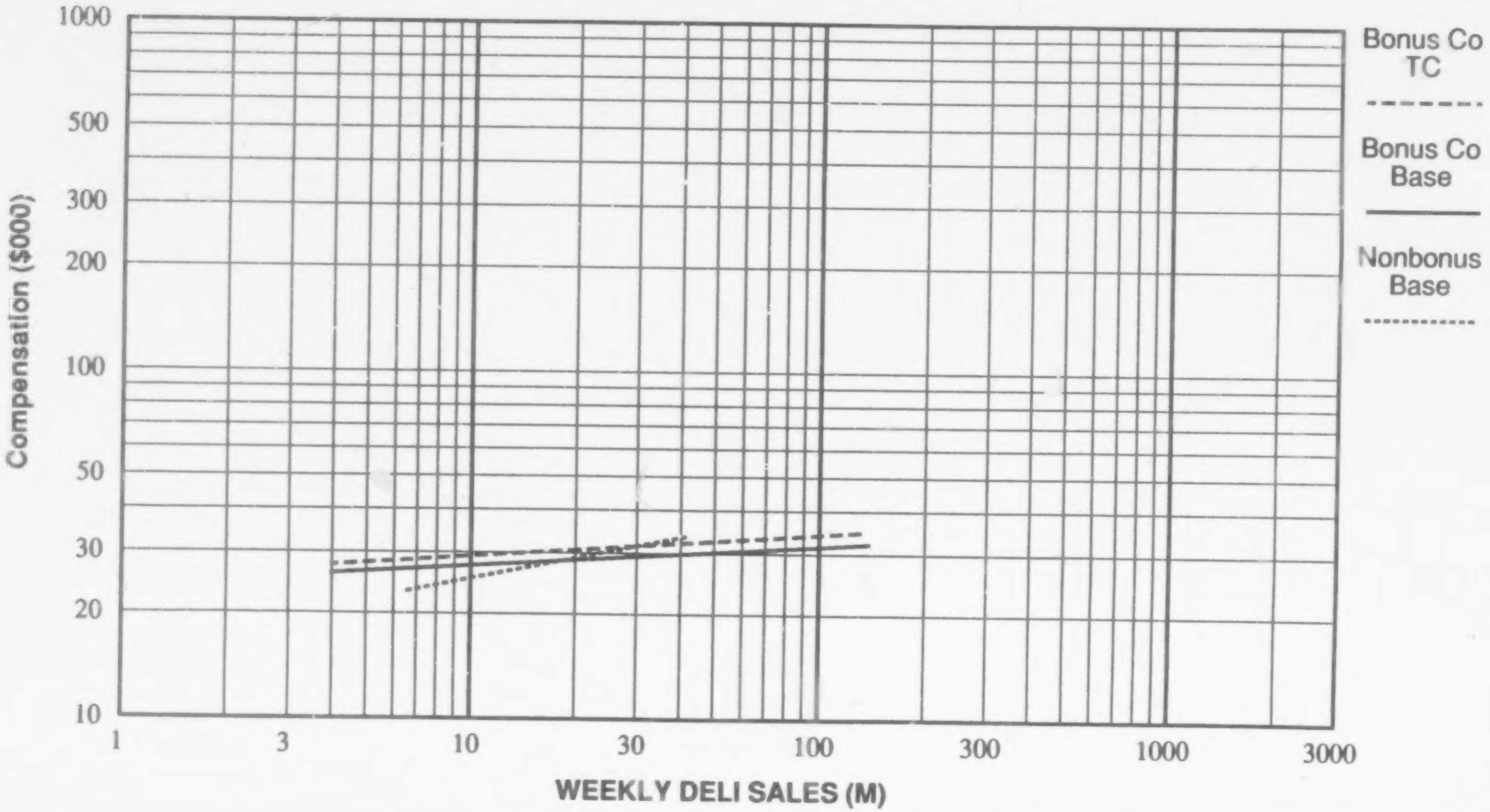
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 51. DELI MANAGER
REGION #1 - NORTHEAST



	BonCoBase	TC	Nonbonus
Coeff. Det.	.15	.16	.36
Std. Error	1.12	1.12	1.15

	BonCoBase	TC	Nonbonus
Slope	.05844	.06545	.20233
Y-Int	1.38106	1.40093	1.19982

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - WAREHOUSE MANAGER
(W/TRANSPORTATION)
REGION #1 - NORTHEAST

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
850.0 AND BELOW	DIV. V.P./MGR.	$ 71.7	$ 13.1	$ 84.8		$ 65.1	$ 81.3	$ 97.6
	REG. V.P./MGR.	68.7	19.6	88.3		55.4	67.7	79.9
	VICE PRESIDENT	63.1	6.3	69.4				
	VICE PRESIDENT	63.0	12.7	75.7		61.5	75.4	89.2
	VICE PRESIDENT	59.3	8.5	67.8				
	MANAGER				$ 27.7			
	NO IN POSITION: 10							
450.6	WEIGHTED GROUP AVG:	$ 65.7	$ 14.2	$ 79.9	$ 27.7			
NO SCOPE REPORTED	VICE PRESIDENT	$ 74.4	$ 0.0	$ 74.4		$ 62.4	$ 77.9	$ 93.5
	NO IN POSITION: 11							
450.6	POSITION AVERAGE:	$ 66.6	$ 12.7	$ 79.3	$ 27.7			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - WAREHOUSE MANAGER
(WITHOUT TRANS.)
REGION #1 - NORTHEAST

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
625.0	VICE PRESIDENT	$ 93.0	$ 19.9	$112.9		$ 72.2	$ 90.2	$108.3
AND BELOW	SENIOR V.P.	80.0	0.0	80.0				
	SENIOR V.P.	59.5	6.2	65.7		53.0	65.6	78.0
	VICE PRESIDENT	57.5	8.5	66.0				
	MANAGER				$ 55.3	39.4	50.2	61.0
	ASST. V.P./DIR	47.0	10.7	57.7		43.5	53.3	63.1
	VICE PRESIDENT	37.4	1.1	38.5		33.5	39.5	45.4
	ASST. V.P./DIR				34.5	29.0	36.2	43.5
	NO IN POSITION: 18							
347.3	WEIGHTED GROUP AVG:	$ 64.4	$ 9.2	$ 73.6	$ 51.8			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - WAREHOUSE MANAGER
(WITHOUT TRANS.)
REGION #1 - NORTHEAST

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
NO SCOPE REPORTED	VICE PRESIDENT	$100.5	$ 19.0	$119.5		$ 69.7	$ 88.9	$108.0
	VICE PRESIDENT	81.1	14.9	96.0		57.6	73.5	89.3
	VICE PRESIDENT	74.2	13.1	87.3		45.2	58.9	72.5
	VICE PRESIDENT	70.8	10.8	81.6		45.2	58.9	72.5
	VICE PRESIDENT	70.0	9.5	79.5		47.9	62.2	76.4
	VICE PRESIDENT	61.2	16.3	77.5		46.0	56.5	66.9
	GROUP EXEC.	56.1	10.8	66.9		57.3	71.6	85.9
	VICE PRESIDENT	54.5	0.0	54.5		45.2	58.9	72.5
	VICE PRESIDENT				$ 45.7	32.4	40.5	48.6
	ASST. V.P./DIR	43.2	2.1	45.3		37.4	49.8	62.3
	NO IN POSITION: 15							
	WEIGHTED GROUP AVG:	$ 66.1	$ 10.5	$ 76.6	$ 45.7			
	NO IN POSITION: 33							
347.3	POSITION AVERAGE:	$ 65.3	$ 9.8	$ 75.1	$ 50.3			

SURVEY POSITION 54 - PHARMACY DIRECTOR

REGION #1 - NORTHEAST

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$30.0 AND ABOVE	VICE PRESIDENT	$ 79.1	$ 14.0	$ 93.1		$ 65.1	$ 81.4	$ 97.7
	VICE PRESIDENT	66.4	16.9	83.3		63.5	77.7	91.9
	VICE PRESIDENT	62.0	38.2	100.2		43.8	56.9	70.0
	NO IN POSITION: 3							
$ 102.9	WEIGHTED GROUP AVG:	$ 69.2	$ 23.0	$ 92.2				
$29.9 AND BELOW	EXEC. V.P.	$ 68.0	$ 12.0	$ 80.0		$ 51.4	$ 64.2	$ 77.0
	VICE PRESIDENT	63.0	0.0	63.0		55.0	60.0	65.0
	VICE PRESIDENT	62.7	0.0	62.7		49.5	61.8	74.2
	ASST. V.P./DIR	52.8	9.0	61.8		40.7	49.2	57.6
	ASST. V.P./DIR	52.8	9.0	61.8		40.7	49.2	57.6
	NO IN POSITION: 5							
$ 4.5	WEIGHTED GROUP AVG:	$ 62.4	$ 6.8	$ 69.2				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACY DIRECTOR

REGION #1 - NORTHEAST

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
NO SCOPE REPORTED	SENIOR V.P.	$ 63.6	$ 0.1	$ 63.7		$ 45.5	$ 56.8	$ 68.2
	ASST. V.P./DIR	63.0	18.0	81.0		46.0	57.5	69.0
	VICE PRESIDENT	62.0	9.3	71.3		59.7	79.6	99.5
	NO IN POSITION:	3						
	WEIGHTED GROUP AVG:	$ 62.9	$ 9.1	$ 72.0				
	NO IN POSITION:	11						
$ 41.4	POSITION AVERAGE:	$ 64.4	$ 11.8	$ 76.2				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 55 - PHARMACIST

REGION #1 - NORTHEAST

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$35.0 AND ABOVE	MANAGER				$ 53.9	$ 30.9	$ 39.4	$ 47.8
	MANAGER				53.0	30.9	39.4	47.8
	MANAGER	$ 46.0	$ 1.6	$ 47.6		40.0	43.5	47.0
	MANAGER				45.8			
	MANAGER				45.8			
	NO IN POSITION: 22							
$ 43.0	WEIGHTED GROUP AVG:	$ 46.0	$ 1.6	$ 47.6	$ 51.1			
$34.9 TO $15.0	ASST. V.P./DIR	$ 54.9	$ 4.3	$ 59.2		$ 45.0	$ 55.0	$ 65.0
	MANAGER				$ 52.8	30.9	39.4	47.8
	MANAGER				52.2	30.9	39.4	47.8
	DIST.MANAGER				49.0			
	MANAGER				47.9	38.2	47.8	57.4
	MANAGER	45.7	1.3	47.0		40.0	43.5	47.0
	MANAGER	45.2	1.4	46.6		40.0	43.5	47.0
	NO IN POSITION: 337							
$ 18.9	WEIGHTED GROUP AVG:	$ 45.8	$ 1.5	$ 47.3	$ 49.3			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 55 - PHARMACIST

REGION #1 - NORTHEAST

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$14.9 AND BELOW	ASST. V.P./DIR	$ 53.8	$ 5.0	$ 58.8		$ 45.0	$ 55.0	$ 65.0
	MANAGER				$ 51.5	30.9	39.4	47.8
	MANAGER	47.6	4.3	51.9				
	MANAGER				46.8	38.2	47.8	57.4
	MANAGER	44.2	1.2	45.4		40.0	43.5	47.0
	MANAGER	43.5	0.0	43.5		41.1		47.8
	NO IN POSITION: 55							
$ 9.6	WEIGHTED GROUP AVG:	$ 47.5	$ 2.7	$ 50.2	$ 50.0			
NO SCOPE REPORTED	MANAGER	$ 55.8	$ 1.4	$ 57.2		$ 43.7	$ 51.4	$ 59.1
	ASST. V.P./DIR	52.9	3.1	56.0		39.2	49.0	58.8
	ASST. V.P./DIR	50.1	3.0	53.1		39.2	49.0	58.8
	MANAGER				$ 49.0	49.0	49.0	49.0
	MANAGER				49.0	49.0	49.0	49.0
	ASST. V.P./DIR				48.3			
	NO IN POSITION: 40							
	WEIGHTED GROUP AVG:	$ 53.2	$ 2.8	$ 56.0	$ 48.8			
	NO IN POSITION: 454							
$ 18.9	POSITION AVERAGE:	$ 47.0	$ 2.0	$ 49.0	$ 49.3			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 56 - ASSISTANT/STAFF PHARMACIST
REGION #1 - NORTHEAST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$20.0	MANAGER				$ 50.7	$ 30.9	$ 39.4	$ 47.8
AND ABOVE	MANAGER				50.5	30.9	39.4	47.8
	MANAGER				50.1	30.9	39.4	47.8
	MANAGER				41.6			
	NO IN POSITION: 14							
$ 34.3	WEIGHTED GROUP AVG:				$ 49.1			
$19.9	ASST. V.P./DIR				$ 51.1	$ 45.0	$ 55.0	$ 65.0
AND BELOW	MANAGER				49.8	30.9	39.4	47.8
	MANAGER				49.4	30.9	39.4	47.8
	ASST. V.P./DIR				48.2	45.0	55.0	65.0
	MANAGER				41.6			
	NO IN POSITION: 49							
$ 14.0	WEIGHTED GROUP AVG:				$ 48.9			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 56 - ASSISTANT/STAFF PHARMACIST
REGION #1 - NORTHEAST

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	MANAGER	$ 53.1	$ 0.7	$ 53.8		$ 40.5	$ 47.6	$ 54.6
	MANAGER				$ 47.2			
	ASST. V.P./DIR	47.2	2.7	49.9		36.6	45.8	54.9
	MANAGER				46.5	46.5	46.5	46.5
	MANAGER				46.5	46.5	46.5	46.5
	ASST. V.P./DIR	44.1	2.2	46.3		36.6	45.8	54.9
	NO IN POSITION: 48							
	WEIGHTED GROUP AVG:	$ 46.2	$ 2.3	$ 48.5	$ 46.7			
	NO IN POSITION: 111							
$ 18.5	POSITION AVERAGE:	$ 46.2	$ 2.3	$ 48.5	$ 48.2			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$400.0 AND BELOW	VICE PRESIDENT	$ 61.3	$ 4.0	$ 65.3				
	VICE PRESIDENT	55.8	11.3	67.1		$ 46.7	$ 57.7	$ 68.6
	EXEC. V.P.	53.3	10.6	63.9				
	EXEC. V.P.	50.2	12.6	62.8		43.5	57.6	71.7
	SENIOR V.P.	41.3	3.0	44.3		40.5	41.3	43.1
	NO IN POSITION: 20							
$ 149.6	WEIGHTED GROUP AVG:	$ 52.8	$ 9.3	$ 62.1				
NO SCOPE REPORTED	MANAGER				$ 42.4	$ 33.5	$ 41.7	$ 49.9
	VICE PRESIDENT				38.5	33.5	39.5	45.4
	CEO/PRESIDENT	$ 38.5	$ 1.5	$ 40.0				
	NO IN POSITION: 17							
	WEIGHTED GROUP AVG:	$ 38.5	$ 1.5	$ 40.0	$ 41.9			
	NO IN POSITION: 37							
$ 149.6	POSITION AVERAGE:	$ 52.1	$ 8.9	$ 61.0	$ 41.9			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$110.0	EXEC. V.P.	$ 80.1	$ 33.0	$113.1		$ 52.2	$ 69.2	$ 86.1
AND BELOW	EXEC. V.P.	61.4	13.0	74.4				
	VICE PRESIDENT	56.3	8.8	65.1		46.7	57.7	68.6
	SENIOR V.P.	49.7	5.0	54.7		43.5	49.7	60.5
	ASST. V.P./DIR	49.1	2.9	52.0				
	MANAGER	36.3	3.7	40.0		31.2		36.4
	ASST. V.P./DIR				$ 36.2			
	NO IN POSITION: 25							
$ 19.5	WEIGHTED GROUP AVG:	$ 54.4	$ 8.6	$ 63.0	$ 36.2			
NO SCOPE REPORTED	VICE PRESIDENT				$ 41.5	$ 33.5	$ 39.5	$ 45.4
	MANAGER				40.3	33.5	41.7	49.9
	GROUP EXEC.	$ 32.8	$ 2.2	$ 35.0				
	NO IN POSITION: 13							
	WEIGHTED GROUP AVG:	$ 32.8	$ 2.2	$ 35.0	$ 40.4			
	NO IN POSITION: 38							
$ 19.5	POSITION AVERAGE:	$ 51.9	$ 7.9	$ 59.8	$ 39.7			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$120.0 AND BELOW	EXEC. V.P.	$ 60.5	$ 14.9	$ 75.4		$ 52.2	$ 69.2	$ 86.1
	EXEC. V.P.	54.6	13.2	67.8				
	VICE PRESIDENT	50.5	9.8	60.3		46.7	57.7	68.6
	SENIOR V.P.	39.2	3.0	42.2		33.3	39.2	47.9
	MANAGER	38.0	5.3	43.3		27.3		38.0
	ASST. V.P./DIR				$ 36.2			
	ASST. V.P./DIR	35.1	1.3	36.4				
	GROUP EXEC.	33.8	2.1	35.9				
	NO IN POSITION: 21							
$ 25.5	WEIGHTED GROUP AVG:	$ 46.7	$ 7.9	$ 54.6	$ 36.2			
NO SCOPE REPORTED	MANAGER				$ 38.0	$ 33.5	$ 41.7	$ 49.9
	GROUP EXEC.	$ 24.5	$ 1.6	$ 26.1				
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 24.5	$ 1.6	$ 26.1	$ 38.0			
	NO IN POSITION: 32							
$ 25.5	POSITION AVERAGE:	$ 43.8	$ 7.1	$ 50.9	$ 37.8			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 28 - FROZEN FOODS MERCHANDISER
REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNL FROZEN FOOD SLS ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$220.0	GROUP EXEC.	$ 60.3	$ 30.0	$ 90.3				
AND BELOW	VICE PRESIDENT	47.0	6.8	53.8		$ 43.8	$ 53.6	$ 63.4
	NO IN POSITION:	2						
$ 116.9	WEIGHTED GROUP AVG:	$ 53.7	$ 18.4	$ 72.1				
NO SCOPE REPORTED	ASST. V.P./DIR	$ 57.2	$ 18.7	$ 75.9		$ 36.2	$ 48.0	$ 59.8
	NO IN POSITION:	3						
$ 116.9	POSITION AVERAGE:	$ 54.8	$ 18.5	$ 73.3				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$200.0 AND BELOW	MANAGER	$ 44.2	$ 6.6	$ 50.8		$ 22.1		$ 27.3
	VICE PRESIDENT	43.5	6.5	50.0		43.8	53.6	63.4
	ASST. V.P./DIR				$ 32.3			
	ASST. V.P./DIR	29.9	1.9	31.8				
	NO IN POSITION: 5							
$ 46.7	WEIGHTED GROUP AVG:	$ 39.2	$ 5.0	$ 44.2	$ 32.3			
NO SCOPE REPORTED	DIST.MANAGER	$ 38.0	$ 4.0	$ 42.0				
	MANAGER				$ 30.3	$ 25.5	$ 31.7	$ 38.0
	NO IN POSITION: 40							
	WEIGHTED GROUP AVG:	$ 38.0	$ 4.0	$ 42.0	$ 30.3			
	NO IN POSITION: 45							
$ 46.7	POSITION AVERAGE:	$ 38.9	$ 4.8	$ 43.7	$ 30.4			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$125.0 AND BELOW	VICE PRESIDENT	$ 64.3	$ 13.9	$ 78.2		$ 46.7	$ 57.7	$ 68.6
	EXEC. V.P.	58.1	14.8	72.9		36.2	48.0	59.8
	CEO/PRESIDENT	52.1	0.7	52.8		46.0	56.0	66.0
		50.1	3.9	54.0		40.9	50.0	60.9
	CEO/PRESIDENT	49.9	3.2	53.1				
	ASST. V.P./DIR				$ 35.4			
	SENIOR V.P.	31.1	3.0	34.1		29.1	31.1	34.4
	MANAGER	29.6	4.5	34.1		22.1		27.3
	NO IN POSITION:	11						
$ 24.1	WEIGHTED GROUP AVG:	$ 42.8	$ 5.3	$ 48.2	$ 35.4			
NO SCOPE REPORTED	MANAGER				$ 35.3	$ 33.5	$ 41.7	$ 49.9
	GROUP EXEC.	$ 27.5	$ 1.8	$ 29.3				
	NO IN POSITION:	9						
	WEIGHTED GROUP AVG:	$ 27.5	$ 1.8	$ 29.3	$ 35.3			
	NO IN POSITION:	20						
$ 24.1	POSITION AVERAGE:	$ 40.3	$ 4.7	$ 45.0	$ 35.3			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - SERVICE DELI MERCHANDISER
REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNL SERV DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$175.0 AND BELOW	VICE PRESIDENT	$ 64.3	$ 13.9	$ 78.2		$ 46.7	$ 57.7	$ 68.6
	EXEC. V.P.	42.4	7.6	50.0				
	GROUP EXEC.	26.0	10.0	36.0				
	NO IN POSITION:	3						
$ 60.2	WEIGHTED GROUP AVG:	$ 44.2	$ 10.5	$ 54.7				
	NO IN POSITION:	3						
$ 60.2	POSITION AVERAGE:	$ 44.2	$ 10.5	$ 54.7				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - BAKERY MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0 AND BELOW	EXEC. V.P.	$ 78.3	$ 32.2	$110.5		$ 52.2	$ 69.2	$ 86.1
	CEO/PRESIDENT	59.0	3.7	62.7				
	MANAGER	49.8	6.8	56.6		45.3	55.7	65.9
	EXEC. V.P.	43.7	9.8	53.5				
	EXEC. V.P.	32.5	0.0	32.5				
	MANAGER	31.2	4.6	35.8		27.3		38.0
	NO IN POSITION: 10							
$ 13.4	WEIGHTED GROUP AVG:	$ 49.4	$ 8.4	$ 57.8				
NO SCOPE REPORTED	VICE PRESIDENT				$ 36.2	$ 33.5	$ 39.5	$ 45.4
	ASST. V.P./DIR				36.0			
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:				$ 36.1			
	NO IN POSITION: 12							
$ 13.4	POSITION AVERAGE:	$ 49.4	$ 8.4	$ 57.8	$ 36.1			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - GROCERY BUYER

REGION #2 - N. E. CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$325.0	VICE PRESIDENT	$ 44.6	$ 5.0	$ 49.6		$ 36.0	$ 45.2	$ 48.2
AND BELOW	GROUP EXEC.	44.0	8.0	52.0				
	GROUP EXEC.				$ 42.1			
	ASST. V.P./DIR				38.0	32.6	39.8	48.5
	MANAGER	37.8	1.3	39.1				
	MANAGER				35.6	32.2	38.2	44.4
	MANAGER	34.9	5.3	40.2		31.2		36.4
	ASST. V.P./DIR				29.7	29.7	35.0	40.0
	NO IN POSITION: 39							
$ 165.3	WEIGHTED GROUP AVG:	$ 41.4	$ 4.5	$ 45.9	$ 35.7			
NO SCOPE	ASST. V.P./DIR				$ 39.6			
REPORTED	MANAGER				39.2	$ 33.5	$ 41.7	$ 49.9
	DIST.MANAGER				33.3			
	GROUP EXEC.	$ 31.2	$ 2.2	$ 33.4				
	ASST. V.P./DIR	29.2	2.9	32.1		25.7	33.4	41.0
	NO IN POSITION: 22							
	WEIGHTED GROUP AVG:	$ 30.1	$ 2.6	$ 32.7	$ 38.9			
	NO IN POSITION: 61							
$ 165.3	POSITION AVERAGE:	$ 37.2	$ 3.7	$ 40.9	$ 36.8			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - MEAT BUYER

REGION #2 - N. E. CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$300.0 AND BELOW	ASST. V.P./DIR				$ 43.4	$ 32.6	$ 39.8	$ 48.5
	VICE PRESIDENT	$ 42.6	$ 5.0	$ 47.6		41.5	42.6	43.7
	ASST. V.P./DIR				31.5	29.7	35.0	40.0
	MANAGER	30.0	1.9	31.9				
	NO IN POSITION: 8							
$ 90.8	WEIGHTED GROUP AVG:	$ 36.3	$ 3.5	$ 39.8	$ 37.5			
NO SCOPE REPORTED	MANAGER				$ 41.4	$ 33.5	$ 41.7	$ 49.9
	ASST. V.P./DIR	$ 39.7	$ 6.4	$ 46.1		30.8	40.0	49.1
	ASST. V.P./DIR				33.3			
	GROUP EXEC.	31.5	3.5	35.0				
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$ 35.6	$ 5.0	$ 40.6	$ 37.4			
	NO IN POSITION: 16							
$ 90.8	POSITION AVERAGE:	$ 36.1	$ 3.9	$ 40.0	$ 37.4			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - PRODUCE BUYER

REGION #2 - N. E. CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$65.0 AND BELOW	VICE PRESIDENT	$ 42.6	$ 5.0	$ 47.6		$ 41.6	$ 42.6	$ 43.7
	MANAGER	41.3	2.8	44.1				
	ASST. V.P./DIR				$ 38.8	32.6	39.8	48.5
	ASST. V.P./DIR				31.5	29.7	35.0	40.0
	NO IN POSITION: 9							
$ 22.2	WEIGHTED GROUP AVG:	$ 41.8	$ 3.7	$ 45.5	$ 37.0			
NO SCOPE REPORTED	MANAGER				$ 37.9	$ 33.5	$ 41.7	$ 49.9
	ASST. V.P./DIR				37.1			
	ASST. V.P./DIR	$ 33.0	$ 3.3	$ 36.3		25.7	33.4	41.0
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 33.0	$ 3.3	$ 36.3	$ 37.6			
	NO IN POSITION: 16							
$ 22.2	POSITION AVERAGE:	$ 40.3	$ 3.6	$ 44.0	$ 37.4			

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SURVEY POSITION 37 - FROZEN FOODS BUYER

REGION #2 - N. E. CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$165.0 AND BELOW	MANAGER	$ 38.0	$ 2.5	$ 40.5				
	NO IN POSITION: 1							
$ 162.9	WEIGHTED GROUP AVG:	$ 38.0	$ 2.5	$ 40.5				
NO SCOPE REPORTED	ASST. V.P./DIR GROUP EXEC.	$ 30.0	$ 2.2	$ 32.2	$ 39.5			
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:	$ 30.0	$ 2.2	$ 32.2	$ 39.5			
	NO IN POSITION: 3							
$ 162.9	POSITION AVERAGE:	$ 34.0	$ 2.4	$ 36.3	$ 39.5			

FOOD MARKETING INSTITUTE
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SURVEY POSITION 39 - NONFOOD BUYER

REGION #2 - N. E. CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$225.0 AND BELOW	VICE PRESIDENT	$ 42.4	$ 5.0	$ 47.4		$ 41.5	$ 42.4	$ 43.3
	GROUP EXEC.				$ 37.2			
	MANAGER	36.0	5.8	41.8				
	NO IN POSITION: 7							
$ 64.3	WEIGHTED GROUP AVG:	$ 38.1	$ 5.6	$ 43.7	$ 37.2			
NO SCOPE REPORTED	ASST. V.P./DIR				$ 39.7			
	MANAGER				37.6	$ 33.5	$ 41.7	$ 49.9
	NO IN POSITION: 9							
	WEIGHTED GROUP AVG:				$ 38.3			
	NO IN POSITION: 16							
$ 64.3	POSITION AVERAGE:	$ 38.1	$ 5.6	$ 43.7	$ 38.2			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - DELI BUYER

REGION #2 - N. E. CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DELI PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$25.0 AND BELOW	VICE PRESIDENT	$ 51.7	$ 6.0	$ 57.7				
	ASST. V.P./DIR				$ 28.9	$ 29.7	$ 35.0	$ 40.0
	NO IN POSITION: 2							
$ 19.0	WEIGHTED GROUP AVG:	$ 51.7	$ 6.0	$ 57.7	$ 28.9			
NO SCOPE REPORTED	MANAGER				$ 31.5	$ 33.5	$ 41.7	$ 49.9
	NO IN POSITION: 3							
$ 19.0	POSITION AVERAGE:	$ 51.7	$ 6.0	$ 57.7	$ 30.2			

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SURVEY POSITION 46 - DISTRICT MANAGER

REGION #2 - N. E. CENTRAL

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANNL DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$350.0 AND BELOW	VICE PRESIDENT	$ 76.6	$ 19.3	$ 95.9		$ 54.6	$ 68.1	$ 81.5
	ASST. V.P./DIR	67.0	18.8	85.8		52.2	69.2	86.1
	VICE PRESIDENT	66.2	16.3	82.5		49.9	61.9	73.8
	EXEC. V.P.	62.3	10.0	72.3				
	EXEC. V.P.	62.3	10.0	72.3				
	SENIOR V.P.	61.6	9.0	70.6		56.2	61.6	64.0
	VICE PRESIDENT	60.0	15.0	75.0		49.4		65.0
	GROUP EXEC.	54.0	17.0	71.0				
	ASST. V.P./DIR	48.1	4.0	52.1		36.5	44.6	54.3
	NO IN POSITION: 32							
$ 206.9	WEIGHTED GROUP AVG:	$ 64.7	$ 14.2	$ 78.9				
NO SCOPE REPORTED	CEO/PRESIDENT	$ 45.0	$ 4.2	$ 49.2				
	CEO/PRESIDENT	37.8	2.7	40.5				
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 40.2	$ 3.2	$ 43.4				
	NO IN POSITION: 35							
$ 206.9	POSITION AVERAGE:	$ 62.6	$ 13.2	$ 75.8				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$400.0	$ 64.6	$ 20.7	$ 85.3		$ 45.0	$ 58.4	$ 72.8	5.0	1.0	47.5	1.0	170	B
AND ABOVE	60.7	18.0	78.7		45.0	58.4	72.8	5.0	1.0	47.5	1.0	170	B
	59.1	3.1	62.2		43.0	52.0	61.0		.2	57.0	12.0	B	A
	49.4	11.2	60.6					5.7		48.7	7.0	B	
	48.4	17.7	66.1					5.0		49.2	4.0	B	
	46.3	13.3	59.6					5.5	1.0	50.0	13.0	B	B
	45.7	13.2	58.9					5.5	1.0	50.0	13.0	B	B
	45.0	2.6	47.6					5.5	2.0	50.0	17.0	B	A
	42.8	4.0	46.8		36.2	48.0	59.8	5.0	1.5	49.5	26.0	96	96
	41.6	12.0	53.6					5.5	1.0	50.0	14.0	B	B
	38.6	10.0	48.6					5.5	1.0	50.0	14.0	B	B
NO. IN POS: 67													
$ 496.2 WT'D AVG:	$ 55.5	$ 15.0	$ 70.5										
$399.9	$ 56.5	$ 17.1	$ 73.6	—	$ 42.0	$ 58.4	$ 72.8	5.0	1.0	47.5	1.0	170	B
TO	53.3	14.6	67.9		42.0	53.3	65.7	5.0	1.0	47.5	1.0	170	B
$250.0	48.9	2.6	51.5		39.8	48.2	51.7	5.0	2.5	50.0	13.0	150	C
	44.9	7.9	52.8					5.5		48.3	9.0	B	
	44.6	6.6	51.2		31.2	40.0	48.9	5.0					
	44.2	6.6	50.8		36.4		50.4	5.5	1.5	50.0	18.0	B	B
	43.5	9.1	52.6					5.5	1.0	50.0	13.0	B	B
	42.4	12.1	54.5					5.7		47.6	12.5	B	
	41.6	6.2	47.8		36.4		50.4	5.5	1.5	50.0	18.0	B	B
	41.3	8.6	49.9					5.5	1.0	50.0	13.0	B	B
	40.6	4.0	44.6		36.2	48.0	59.8	5.0	1.5	49.5	26.0	96	96
	40.1	4.0	44.1		36.2	48.0	59.8	5.0	1.5	49.5	26.0	96	96
	38.4	17.3	55.7					5.5	1.0	60.0	12.0	B	
NO. IN POS: 170													
$ 324.8 WT'D AVG:	$ 49.5	$ 12.1	$ 61.6										

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SURVEY POSITION 47 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$249.9	$ 50.8	$ 11.1	$ 61.9		$ 40.0	$ 48.8	$ 59.6	5.0	1.0	47.5	1.0	170	B
TO	46.6	9.8	56.4		40.0	48.8	59.6	5.0	1.0	47.5	1.0	170	B
$150.0	45.0	3.0	48.0		39.5	45.4	50.5						
	44.3	12.3	56.6					5.5		49.1	4.5	B	
	41.9	8.1	50.0					5.5	1.0	50.0	13.0	B	B
	40.3	6.0	46.3		36.4		50.4	5.5	1.5	50.0	18.0	B	B
	39.8	4.0	43.8		36.2	48.0	59.8	5.0	1.5	49.5	26.0	96	96
	38.2	4.0	42.2		36.2	48.0	59.8	5.0	1.5	49.5	26.0	96	96
	37.7	5.6	43.3		36.4		50.4	5.5	1.5	50.0	18.0	B	B
	37.6	4.0	41.6		31.2	40.0	48.9	5.0					
	34.2	6.0	40.2					5.5	1.0	50.0	14.0	B	B
	32.9	6.0	38.9					5.5	1.0	50.0	14.0	B	B
NO. IN POS: 205													
$ 201.6 WT'D AVG:	$ 44.9	$ 5.7	$ 50.6										
$149.9	$ 46.2	$ 9.7	$ 55.9		$ 38.5	$ 48.2	$ 58.2	5.0	1.0	47.5	1.0	170	B
AND BELOW	42.8	5.7	48.5		38.5	48.2	58.2	5.0	1.0	47.5	1.0	170	B
	40.7	7.5	48.2					5.5	1.0	50.0	13.0	B	B
	38.8	4.0	42.8		36.2	48.0	59.8	5.0	1.5	49.5	26.0	96	96
	36.9	4.0	40.9		36.2	48.0	59.8	5.0	1.5	49.5	26.0	96	96
	31.2	0.0	31.2		31.2	40.0	48.9	5.0					
	28.6	6.0	34.6					5.5	1.0	50.0	14.0	B	B
NO. IN POS: 31													
$ 116.1 WT'D AVG:	$ 41.6	$ 7.2	$ 48.8										

FOOD MARKETING INSTITUTE
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SURVEY POSITION 47 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED					$ 54.6	$ 44.7	$ 48.9	$ 54.6	5.0	2.0	45.0	12.0	240	240
					51.0	44.7	48.9	54.6	5.0	2.0	45.0	12.0	240	240
					50.4	42.6	46.8	52.0	5.0	2.0	45.0	12.0	240	240
					48.4	40.0	43.7	48.9	5.0	2.0	45.0	12.0	240	240
					46.8	42.6	46.8	52.0	5.0	2.0	45.0	12.0	240	240
					46.3	36.9	41.1	45.8	5.0	2.0	45.0	12.0	240	240
					35.9	36.9	41.1	45.8	5.0	2.0	45.0	12.0	240	240
					34.0	30.0		36.0	5.0	3.0	60.0	12.0	A	B
					30.0	30.0			5.0	3.0	60.0	12.0	A	B
					28.3	24.4		32.0	5.0	3.0	60.0	12.0	A	B
					26.0	24.0		30.4	5.0	3.0	60.0	12.0	A	B
					23.2	18.5		27.8	5.0	3.0	60.0	12.0	A	B
NO. IN POS: 41	WT'D AVG:				$ 33.4									
NO. IN POS: 514														
$ 282.0	POSITION AVG:	$ 47.9	$ 9.3	$ 57.2	$ 33.4									

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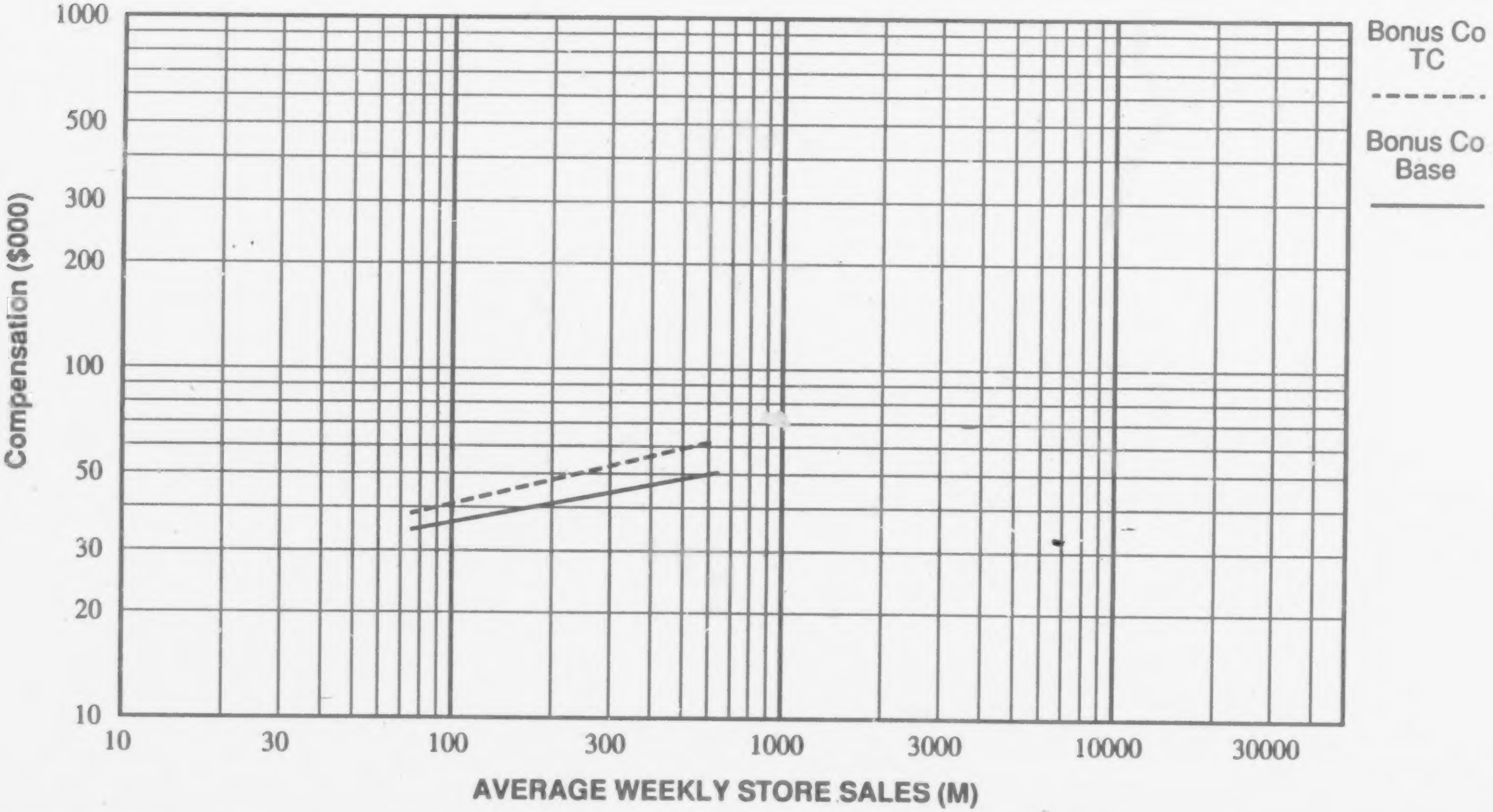
1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 47. STORE MANAGER
REGION #2 - N. E. CENTRAL



	BonCoBase	TC	Nonbonus
Coeff. Det.	.38	.40	
Std. Error	1.14	1.17	

	BonCoBase	TC	Nonbonus
Slope	.17985	.22814	
Y-Int	1.19966	1.15594	

FOOD MARKETING INSTITUTE
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SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$300.0 AND ABOVE		$ 47.4	$ 8.4	$ 55.8		$ 37.8	$ 46.9	$ 56.6	5.0	3.0	47.5	1.0	170	B
		44.4	7.4	51.8		37.8	46.9	56.6	5.0	3.0	47.5	1.0	170	B
		43.0	7.1	50.1					5.0	3.0	47.5	1.0	170	B
		39.2	2.4	41.6					5.5	2.5	45.0	17.0	B	A
		37.7	3.7	41.4		31.2		38.5	5.0	1.5	45.0	18.0	B	B
		35.9	1.4	37.3		27.3	35.8	38.2	5.0	2.5	50.0	13.0	150	C
		33.3	6.0	39.3					5.0		50.0	4.0	B	
		32.4	3.6	36.0					5.0		47.7	7.0	B	
		32.0	3.0	35.0					5.0		46.2	9.0	B	
					$ 31.0	25.7	33.4	41.0	5.0	1.5	49.5	26.0	80	80
NO. IN POS: 146														
$ 389.2	WT'D AVG:	$ 42.3	$ 6.4	$ 48.7	$ 31.0									
$299.9 TO $250.0		$ 40.9	$ 6.4	$ 47.3		$ 37.0	$ 44.6	$ 53.7	5.0	3.0	47.5	1.0	170	B
		38.7	0.9	39.6		31.0	37.0	43.0	5.5	2.5	51.1	26.8	B	A
		36.4	3.6	40.0		31.2		38.5	5.0	1.5	45.0	18.0	B	B
		36.2	5.8	42.0					5.0	2.0	46.0	17.0	B	B
		32.1	4.9	37.0					5.0		48.2	12.5	B	
					$ 30.2	25.7	33.4	41.0	5.0	1.5	49.5	26.0	80	80
					26.1				5.0	3.0	45.5	16.0	E	E
NO. IN POS: 80														
$ 272.9	WT'D AVG:	$ 39.1	$ 5.0	$ 44.1	$ 28.2									

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SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$249.9		$ 39.0	$ 5.1	$ 44.1		$ 36.2	$ 42.7	$ 50.9	5.0	3.0	47.5	1.0	170	B
TO		35.0	0.0	35.0					5.0	2.0	46.0	17.0	B	B
$200.0		33.8	3.4	37.2		31.2		38.5	5.0	1.5	45.0	18.0	B	B
		32.2	4.8	37.0					5.0		49.1	4.5	B	
		31.2	0.0	31.2		27.3	31.2	35.1						
					$ 30.8	25.7	33.4	41.0	5.0	1.5	49.5	26.0	80	80
					25.4				5.0	3.0	45.5	16.0	E	E
					25.0				5.0	3.0	45.5	16.0	E	E
NO. IN POS: 183														
$ 213.4	WT'D AVG:	$ 33.2	$ 1.2	$ 34.4	$ 27.4									
$199.9		$ 36.3	$ 4.6	$ 40.9		$ 36.2	$ 42.7	$ 50.9	5.0	3.0	47.5	1.0	170	B
AND BELOW		35.0	3.9	38.9					5.0	2.0	46.0	17.0	B	B
		33.0	1.4	34.4					5.0	2.0	46.0	17.0	B	B
		32.5	3.2	35.7		31.2		38.5	5.0	1.5	45.0	18.0	B	B
					$ 30.5	25.7	33.4	41.0	5.0	1.5	49.5	26.0	80	80
					29.3	25.7	33.4	41.0	5.0	1.5	49.5	26.0	80	80
					29.1	25.7	33.4	41.0	5.0	1.5	49.5	26.0	80	80
		28.6	1.0	29.6		24.7	27.9	31.2						
					23.4				5.0	3.0	45.5	16.0	E	E
NO. IN POS: 72														
$ 170.6	WT'D AVG:	$ 34.9	$ 3.9	$ 38.8	$ 29.5									

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1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED				$ 40.0	$ 33.3	$ 36.4	$ 41.3	5.0	2.0	45.0	12.0	240	240
				39.0	30.7	34.3	39.0	5.0	2.0	45.0	12.0	240	240
				37.4	33.3	36.4	41.3	5.0	2.0	45.0	12.0	240	240
				36.9	30.7	34.3	39.0	5.0	2.0	45.0	12.0	240	240
				33.5	29.9	33.3	36.9	5.0	2.0	45.0	12.0	240	240
				31.5	27.3	29.9	32.8	5.0	2.0	45.0	12.0	240	240
				26.0	21.8		31.1	5.0	4.0	55.0	24.0	D	D
				21.3	21.1		22.0	5.0	4.0	55.0	24.0	D	D
				21.3	20.8		22.1	5.0	4.0	55.0	24.0	D	D
				21.2	21.2			5.0	4.0	55.0	24.0	D	D
				18.0	11.3		21.8	5.0	4.0	55.0	24.0	D	D
NO. IN POS: 33													
WT'D AVG:				$ 26.3									
NO. IN POS: 514													
$ 270.3 POSITION AVG:	$ 37.3	$ 3.8	$ 41.1	$ 28.1									

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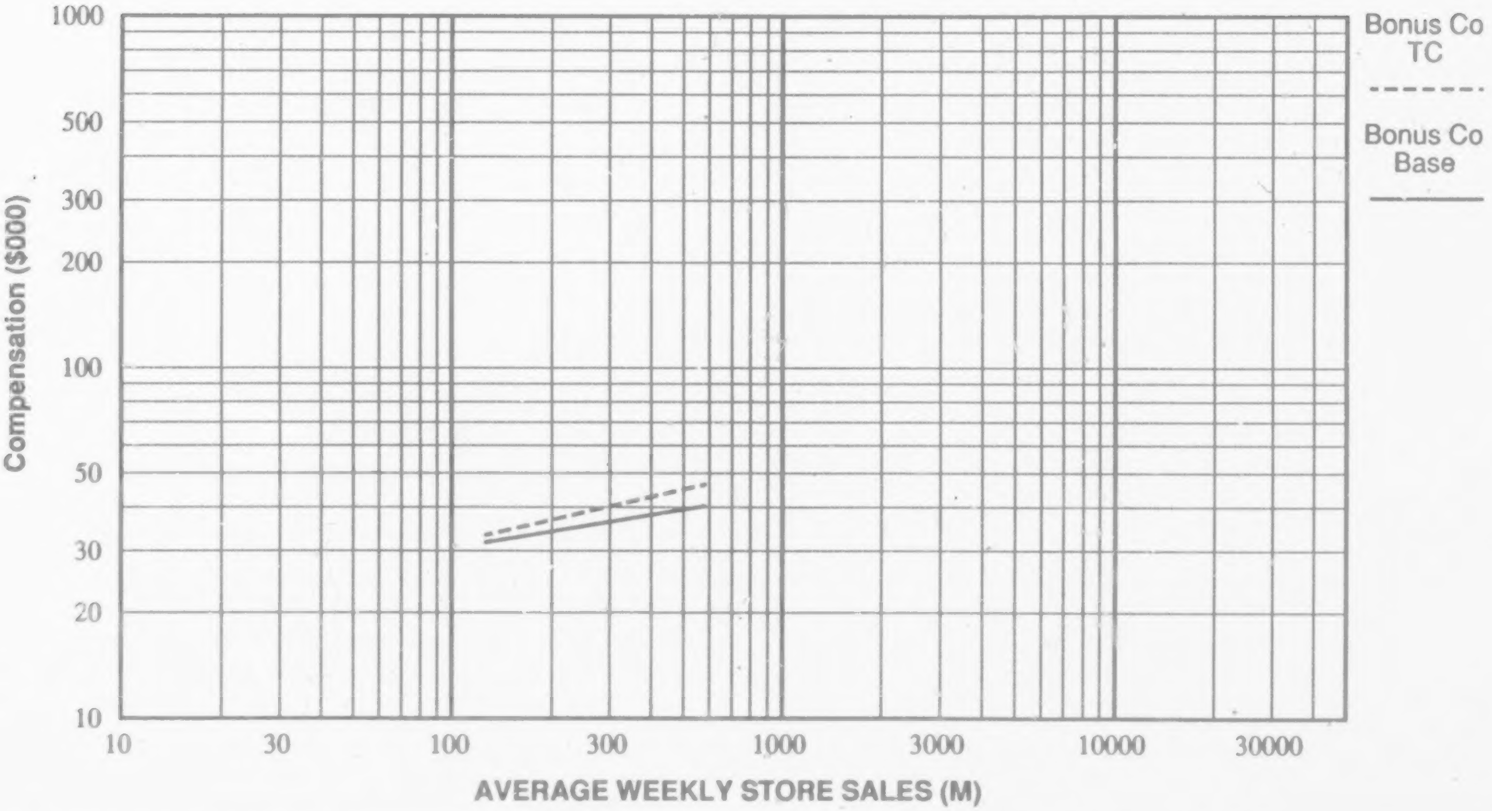
POSITION 48. ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL



	BonCoBase	TC	Nonbonus
Coeff. Det.	.25	.32	
Std. Error	1.11	1.14	

	BonCoBase	TC	Nonbonus
Slope	.15873	.21933	
Y-Int	1.16682	1.06103	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$35.0	$ 37.5	$ 3.3	$ 40.8					5.3		45.8	21.7	B	
AND ABOVE	37.1	0.8	37.9		$ 28.0	$ 33.5	$ 39.0	5.2	.2	48.0	9.4	B	A
				$ 35.1	25.7	33.4	41.0	5.0	1.0	42.0	13.0	96	96
	33.8	3.4	37.2		24.9		36.4	5.0	1.0	45.0	18.0	B	B
	33.8	1.6	35.4		33.7	35.2	36.7	5.0	2.5	48.0	13.0	A	C
	33.7	2.0	35.7					5.3		44.7	27.8	B	
				32.5	25.7	33.4	41.0	5.0	1.0	42.0	13.0	96	96
	31.4	1.6	33.0					5.5		41.5	26.0	E	E
				31.1				5.5	1.0	45.0		E	E
				30.7				5.5	1.0	45.0		E	E
				29.2				5.0	1.0	40.0	13.0	E	E
				28.6				5.0	1.0	40.0	13.0	E	E
	27.9	0.5	28.4		20.8	24.7	28.6	5.0		44.4			
	------	------	------	------									
NO. IN POS: 94													
$ 48.1 WT'D AVG:	$ 33.9	$ 2.5	$ 36.4	$ 31.7									
$34.9				$ 34.0									
AND BELOW	$ 32.6	$ 2.7	$ 35.3					5.0		48.4	8.5	B	
				32.5	$ 25.7	$ 33.4	$ 41.0	5.0	1.0	42.0	13.0	96	96
				32.0	25.7	33.4	41.0	5.0	1.0	42.0	13.0	96	96
				31.5	25.7	33.4	41.0	5.0	1.0	42.0	13.0	96	96
				27.9				5.0	1.0	40.0	13.0	E	E
				27.7				5.0	1.0	40.0		E	E
				27.2				5.0	1.0	40.0	13.0	E	E
				26.8				5.5	1.0	42.5		E	E
				25.9				5.5	1.0	40.0		E	E
	24.3	1.0	25.3		20.8	24.7	28.6	5.0		46.4			
	22.1	0.0	22.1		20.8	24.7	28.6	5.0		43.3			
	------	------	------	------									
NO. IN POS: 159													
$ 28.9 WT'D AVG:	$ 27.2	$ 1.5	$ 28.7	$ 33.0									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED				$ 36.0	$ 31.2	$ 33.8	$ 36.1	5.0		45.0	12.0	E	
				34.1	29.6	31.5	33.8	5.0		45.0	12.0	E	
				33.7	30.2	32.8	34.8	5.0		45.0	12.0	E	
				29.9	28.3	29.9	31.5	5.0		45.0	12.0	E	
				28.1	28.1			5.0		45.0	24.0	D	D
				26.7	25.4		28.6	5.0		45.0	24.0	D	D
				24.2	18.2		27.0	5.0		45.0	24.0	D	D

NO. IN POS: 40
WT'D AVG: $ 26.7

NO. IN POS: 293
POSITION AVG: $ 36.0 (scope) — $ 33.3 $ 2.4 $ 35.7 $ 31.7

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

REGION #2 - N. E. CENTRAL

SCOPE WKLY GROCERY SALES ($THOU)		BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$150.0		$ 38.1	$ 2.3	$ 40.4					5.5	2.0	45.0	17.0	B	A
AND ABOVE		35.1	3.5	38.6		$ 31.2		$ 36.4	5.0	5.0	45.0	18.0	B	B
		34.8	1.9	36.7		30.4	35.2	41.9	5.0	2.5	50.0	13.0	150	C
		30.7	3.7	34.4					5.0		47.6	12.5	B	
		27.9	3.0	30.9					5.0		47.6	15.0	B	
		27.7	1.0	28.7		28.0	33.5	39.0	5.2	.2	48.0	9.4	B	A
					$ 26.0				5.0	1.0	40.0	13.0	E	E
					25.9				5.0	1.0	40.0	13.0	E	E
					25.6				5.0	1.0	40.0	13.0	E	E
NO. IN POS:	63													
$ 225.6	WT'D AVG:	$ 33.9	$ 3.0	$ 36.9	$ 25.8									
$149.9		$ 29.6	$ 2.3	$ 31.9					5.0		47.7	12.0	B	
AND BELOW		27.6	4.1	31.7					5.0		49.2	4.0	B	
					$ 25.6				5.0	1.0	40.0	13.0	E	E
					25.3				5.0	1.0	40.0	13.0	E	E
		21.3	0.0	21.3		$ 18.7	$ 21.8	$ 24.9	5.0		42.7			
		19.7	0.5	20.2		18.7	21.8	24.9	5.0		41.4			
		19.2	0.0	19.2		18.7	21.8	24.9	5.0		39.7			
NO. IN POS:	15													
$ 111.4	WT'D AVG:	$ 22.5	$ 0.9	$ 23.4	$ 25.6									

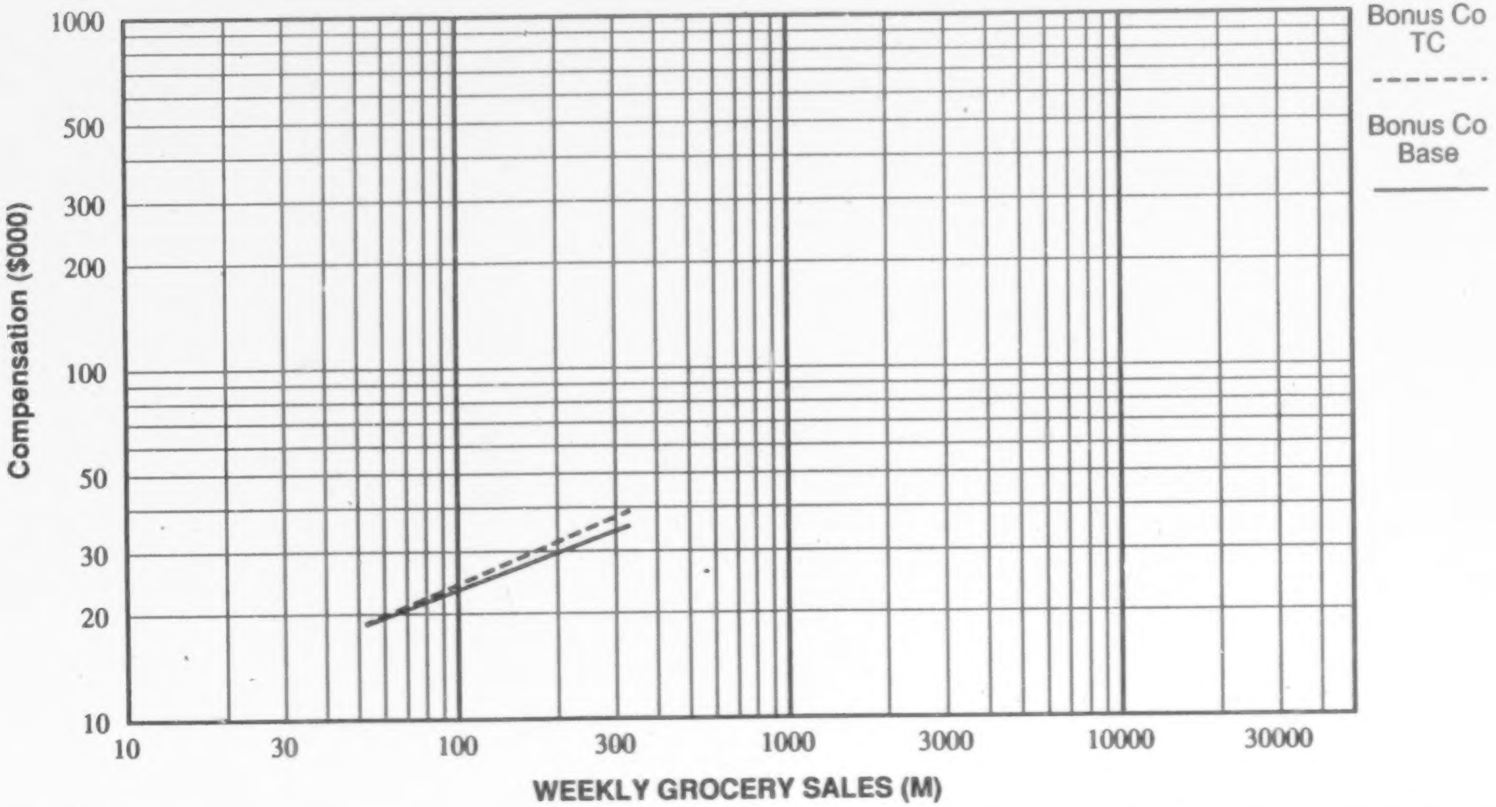
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

REGION #2 - N. E. CENTRAL

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED				$ 31.7	$ 28.1	$ 30.4	$ 33.5	5.0	2.0	45.0	12.0	240	240
				31.6	28.1	30.4	33.5	5.0	2.0	45.0	12.0	240	240
				29.5	26.0	29.1	32.2	5.0	2.0	45.0	12.0	240	240
				28.0	26.0	29.1	32.2	5.0	2.0	45.0	12.0	240	240
				26.3	23.9	26.5	29.9	5.0	2.0	45.0	12.0	240	240
				20.4	20.4	26.5	29.9	5.0	2.0	45.0	12.0	240	240
NO. IN POS: 13 WT'D AVG:				$ 28.9									
NO. IN POS: 91 $ 203.6 POSITION AVG:	$ 32.3	$ 2.6	$ 34.9	$ 26.9									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 50. GROCERY MANAGER
REGION #2 - N. E. CENTRAL



	BonCoBase	TC	Nonbonus
Coeff. Det.	.61	.63	
Std. Error	1.18	1.20	

	BonCoBase	TC	Nonbonus
Slope	.34853	.39856	
Y-Int	.67039	.58706	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER

REGION #2 - N. E. CENTRAL

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$15.0	$ 30.2	$ 3.3	$ 33.5					6.0		47.1	15.0	B	
AND ABOVE	28.8	2.9	31.7		$ 20.8		$ 29.4	5.0	1.0	45.0	18.0	B	B
	27.3	0.5	27.8		15.6	21.7	27.8	5.0		43.0			
				$ 26.0				5.0	1.0	40.0	26.0	E	E
				25.9				5.0	1.0	40.0	26.0	E	E
				24.8				5.0	1.0	40.0	.5	E	E
				19.9				5.0	1.0	45.0	13.0	E	E
	19.8	0.8	20.6					5.0	2.0	41.5	26.0	E	E
NO. IN POS: 50													
$ 24.1 WT'D AVG:	$ 27.9	$ 2.6	$ 30.5	$ 24.9									
$14.9	$ 27.8	$ 0.9	$ 28.7		$ 21.0	$ 24.8	$ 28.5	5.2	.2	48.0	9.4	B	A
AND BELOW	27.1	2.1	29.2					6.0		47.1	15.0	B	
				$ 25.6				5.0	1.0	40.0	26.0	E	E
				22.5				5.0	1.0	40.0	.5	E	E
	18.6	0.5	19.1		15.6	21.7	27.8	5.0		39.3			
				17.2				5.0	1.0	45.0	13.0	E	E
NO. IN POS: 78													
$ 8.8 WT'D AVG:	$ 24.3	$ 1.2	$ 25.5	$ 21.9									
NO SCOPE				$ 28.4	$ 23.9	$ 26.8	$ 29.9	5.0	1.0	40.0	12.0	E	E
REPORTED				22.1				5.0	1.0	40.0	12.0	E	E
				21.8	21.8			5.0		40.0	12.0	D	D
				16.8	12.0		21.4	5.0		40.0	12.0	D	D
NO. IN POS: 36													
WT'D AVG:				$ 19.4									
NO. IN POS: 164													
$ 14.8 POSITION AVG:	$ 26.7	$ 2.2	$ 28.9	$ 21.6									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - WAREHOUSE MANAGER (W/TRANSPORTATION)
REGION #2 - N. E. CENTRAL

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
850.0 AND BELOW	DIV. V.P./MGR.	$ 78.7	$ 12.9	$ 91.6		$ 63.2	$ 79.0	$ 94.8
	EXEC. V.P.	31.5	2.5	34.0				
	C.O.O.				$ 30.7			
	NO IN POSITION: 6							
576.4	WEIGHTED GROUP AVG:	$ 69.3	$ 10.8	$ 80.1	$ 30.7			
NO SCOPE REPORTED	EXEC. V.P.				$ 41.7			
	NO IN POSITION: 7							
576.4	POSITION AVERAGE:	$ 69.3	$ 10.8	$ 80.1	$ 36.2			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - WAREHOUSE MANAGER (WITHOUT TRANS.)
REGION #2 - N. E. CENTRAL

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1200.0 AND BELOW	VICE PRESIDENT	$ 65.9	$ 14.6	$ 80.5		$ 49.9	$ 61.9	$ 73.8
	VICE PRESIDENT	59.7	11.8	71.5		46.7	57.9	68.6
	VICE PRESIDENT	57.4	9.4	66.8		43.5	57.6	71.7
	VICE PRESIDENT	54.0	2.0	56.0		36.6	44.6	54.3
	VICE PRESIDENT	45.2	5.0	50.2				
	VICE PRESIDENT	45.1	0.0	45.1		42.5	50.0	57.5
	VICE PRESIDENT	39.0	0.0	39.0		33.5	39.5	45.4
	NO IN POSITION: 12							
$ 595.5	WEIGHTED GROUP AVG:	$ 55.5	$ 7.3	$ 62.8				
NO SCOPE REPORTED	VICE PRESIDENT				$ 65.4	$ 53.6	$ 69.4	$ 85.3
	NO IN POSITION: 15							
$ 595.5	POSITION AVERAGE:	$ 55.5	$ 7.3	$ 62.8	$ 65.4			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACY DIRECTOR

REGION #2 - N. E. CENTRAL

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$20.0 AND BELOW	EXEC. V.P.	$ 60.6	$ 10.1	$ 70.7		$ 43.5	$ 57.6	$ 71.7
	CEO/PRESIDENT	60.3	30.0	90.3				
	SENIOR V.P.	57.9	1.2	59.1				
	VICE PRESIDENT	48.1	7.2	55.3		44.2		53.0
	MANAGER	46.8	0.5	47.3		41.6	44.2	46.8
	NO IN POSITION:	5						
$ 5.6	WEIGHTED GROUP AVG:	$ 54.7	$ 9.8	$ 64.5				
NO SCOPE REPORTED	SENIOR V.P				$ 52.5			
	NO IN POSITION:	6						
$ 5.6	POSITION AVERAGE:	$ 54.7	$ 9.8	$ 64.5	$ 52.5			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 55 - PHARMACIST

REGION #2 - N. E. CENTRAL

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$10.0	DIST.MANAGER				$ 50.0	$ 48.0	$ 50.0	$ 52.0
AND ABOVE	MANAGER	$ 49.0	$ 2.0	$ 51.0				
	MANAGER	48.5	1.3	49.8				
	MANAGER	48.0	1.3	49.3				
	MANAGER	43.4	4.5	47.9		39.7		47.3
	NO IN POSITION: 34							
$ 54.3	WEIGHTED GROUP AVG:	$ 46.7	$ 2.5	$ 49.2	$ 50.0			
$9.9	ASST. V.P./DIR				$ 54.3			
AND BELOW	GROUP EXEC.				53.3	$ 47.3	$ 52.3	$ 54.3
	MANAGER				53.0	40.0	48.0	56.0
	MANAGER				41.3	30.8	40.0	49.1
	NO IN POSITION: 37							
$ 6.0	WEIGHTED GROUP AVG:				$ 45.3			
	NO IN POSITION: 71							
$ 29.2	POSITION AVERAGE:	$ 46.7	$ 2.5	$ 49.2	$ 45.6			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 56 - ASSISTANT/STAFF PHARMACIST
REGION #2 - N. E. CENTRAL

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$10.0	MANAGER	$ 46.0	$ 1.5	$ 47.5				
AND ABOVE	MANAGER	45.5	1.3	46.8				
	MANAGER	45.0	1.3	46.3				
	NO IN POSITION:	20						
$ 75.1	WEIGHTED GROUP AVG:	$ 45.5	$ 1.3	$ 46.8				
$9.9	MANAGER				$ 49.3			
AND BELOW	MANAGER				47.8	$ 41.6	$ 46.1	$ 51.1
	MANAGER				47.3	37.0	44.3	51.5
					41.6	41.6	44.2	46.8
	MANAGER				40.7	30.8	40.0	49.1
	NO IN POSITION:	28						
$ 8.3	WEIGHTED GROUP AVG:				$ 43.9			
	NO IN POSITION:	48						
$ 36.2	POSITION AVERAGE:	$ 45.5	$ 1.3	$ 46.8	$ 43.9			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$220.0	ASST. V.P./DIR	$ 56.5	$ 4.4	$ 60.9				
AND BELOW		52.7	7.8	60.5		$ 40.3	$ 49.0	$ 57.8
	SENIOR V.P.				$ 52.5	40.5		64.5
		39.4	2.8	42.2		29.6	37.1	44.6
	ASST. V.P./DIR	34.9	0.0	34.9		29.3	38.3	47.2
	ASST. V.P./DIR	34.4	4.5	38.9				
	MANAGER				32.1	31.2	41.5	52.0
	VICE PRESIDENT	29.1	0.0	29.1		31.8	40.4	49.0
	NO IN POSITION: 60							
$ 77.4	WEIGHTED GROUP AVG:	$ 39.9	$ 2.6	$ 42.5	$ 33.2			
NO SCOPE	CEO/PRESIDENT	$ 79.0	$ 24.0	$103.0				
REPORTED	ASST. V.P./DIR	40.2	0.0	40.2				
	GROUP EXEC.	40.0	0.0	40.0		$ 33.5	$ 36.7	$ 40.0
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 53.1	$ 8.0	$ 61.1				
	NO IN POSITION: 63							
$ 77.4	POSITION AVERAGE:	$ 41.4	$ 3.4	$ 44.8	$ 33.2			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$300.0	VICE PRESIDENT	$ 60.3	$ 12.1	$ 72.4		$ 61.3	$ 75.7	$ 90.1
AND BELOW	VICE PRESIDENT				$ 52.6			
		47.0	4.6	51.6		41.2	49.7	58.2
		41.5	2.9	44.4		29.6	37.1	[illegible]
	MANAGER	38.8	0.0	38.8		31.8	40.4	[illegible]
	VICE PRESIDENT	38.5	30.1	68.6				
	ASST. V.P./DIR	38.4	0.0	38.4		29.3	38.3	47.2
	ASST. V.P./DIR	35.0	4.1	39.1				
	MANAGER				34.5	31.2	41.5	52.0
	NO IN POSITION: 45							
$ 50.6	WEIGHTED GROUP AVG:	$ 40.5	$ 8.9	$ 49.4	$ 35.3			
NO SCOPE	VICE PRESIDENT	$ 51.3	$ 15.7	$ 67.0				
REPORTED	GROUP EXEC.	40.0	0.0	40.0		$ 29.1	$ 34.5	$ 40.0
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 47.5	$ 10.5	$ 58.0				
	NO IN POSITION: 48							
$ 50.6	POSITION AVERAGE:	$ 41.3	$ 9.2	$ 50.5	$ 35.3			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$120.0	VICE PRESIDENT	$ 56.5	$ 11.3	$ 67.8		$ 61.3	$ 75.7	$ 90.1
AND BELOW		53.5	8.0	61.5		42.8	52.2	61.7
	VICE PRESIDENT				$ 51.5			
		42.6	3.0	45.6		29.6	37.1	44.6
	VICE PRESIDENT	37.5	24.0	61.5				
	MANAGER				35.0	31.2	41.5	52.0
	ASST. V.P./DIR	34.8	0.0	34.8		29.3	38.3	47.2
	MANAGER	34.6	0.0	34.6		31.8	40.4	49.0
	ASST. V.P./DIR	32.1	4.2	36.3				
	NO IN POSITION: 40							
$ 25.3	WEIGHTED GROUP AVG:	$ 38.5	$ 6.8	$ 45.3	$ 35.8			
NO SCOPE	VICE PRESIDENT	$ 46.5	$ 14.0	$ 60.5				
REPORTED	ASST. V.P./DIR	45.0	0.0	45.0				
	GROUP EXEC.	37.5	0.0	37.5		$ 35.0	$ 36.2	$ 37.5
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 44.1	$ 5.6	$ 49.7				
	NO IN POSITION: 45							
$ 25.3	POSITION AVERAGE:	$ 39.7	$ 6.5	$ 46.2	$ 35.8			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.0		$ 43.1	$ 6.2	$ 49.3		$ 40.3	$ 49.0	$ 57.8
AND BELOW		39.4	2.8	42.2		29.6	37.1	44.6
	MANAGER	33.9	0.0	33.9		31.8	40.4	49.0
	ASST. V.P./DIR	33.4	4.1	37.5				
	MANAGER				$ 32.6	31.2	41.5	52.0
	NO IN POSITION: 21							
$ 18.1	WEIGHTED GROUP AVG:	$ 38.5	$ 3.5	$ 42.0	$ 32.6			
NO SCOPE	VICE PRESIDENT	$ 65.8	$ 19.7	$ 85.5				
REPORTED	ASST. V.P./DIR	33.7	0.0	33.7		$ 29.3	$ 38.3	$ 47.2
	VICE PRESIDENT	33.2	17.5	50.7				
	ASST. V.P./DIR	26.4	0.0	26.4				
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$ 40.6	$ 11.5	$ 52.1				
	NO IN POSITION: 29							
$ 18.1	POSITION AVERAGE:	$ 39.4	$ 6.8	$ 46.2	$ 32.6			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$15.0		$ 45.1	$ 4.5	$ 49.6		$ 36.6	$ 43.8	$ 51.1
AND BELOW	ASST. V.P./DIR	37.5	7.7	45.2				
	MANAGER	34.9	0.0	34.9		31.8	40.4	49.0
	NO IN POSITION:	6						
$ 8.9	WEIGHTED GROUP AVG:	$ 37.5	$ 3.3	$ 40.8				
NO SCOPE	VICE PRESIDENT	$ 46.5	$ 14.0	$ 60.5				
REPORTED		34.3	2.4	36.7		$ 29.6	$ 37.1	$ 44.6
	EXEC. V.P.				$ 31.0			
	ASST. V.P./DIR	28.6	0.0	28.6		29.3	38.3	47.2
	NO IN POSITION:	11						
	WEIGHTED GROUP AVG:	$ 33.9	$ 3.5	$ 37.4	$ 31.0			
	NO IN POSITION:	17						
$ 8.9	POSITION AVERAGE:	$ 35.2	$ 3.5	$ 38.7	$ 31.0			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - BAKERY MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$55.0	VICE PRESIDENT	$ 51.1	$ 7.8	$ 58.9		$ 51.6	$ 63.1	$ 74.6
AND BELOW	SENIOR V.P.				$ 50.9			
	VICE PRESIDENT	48.6	5.9	54.5				
		43.1	4.3	47.4		36.6	43.8	51.1
	VICE PRESIDENT	39.5	23.7	63.2				
	MANAGER	38.1	0.0	38.1		31.8	40.4	49.0
	ASST. V.P./DIR	36.2	8.1	44.3				
		30.1	2.1	32.2		29.6	37.1	44.6
	NO IN POSITION:	15						
$ 28.1	WEIGHTED GROUP AVG:	$ 38.2	$ 10.9	$ 49.1	$ 50.9			
NO SCOPE	C.O.O.	$ 35.1	$ 3.5	$ 38.6				
REPORTED	GROUP EXEC.	35.0	0.0	35.0		$ 25.0	$ 32.5	$ 40.0
	NO IN POSITION:	2						
	WEIGHTED GROUP AVG:	$ 35.1	$ 1.7	$ 36.8				
	NO IN POSITION:	17						
$ 28.1	POSITION AVERAGE:	$ 37.8	$ 9.8	$ 47.6	$ 50.9			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - GROCERY BUYER

REGION #3 - WEST CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.0 AND ABOVE	ASST. V.P./DIR				$ 45.0	$ 40.7	$ 49.2	$ 57.6
	MANAGER				40.7	37.0	46.3	57.8
	VICE PRESIDENT	$ 34.2	$ 18.9	$ 53.1				
	MANAGER				26.5	26.8	34.1	41.4
	NO IN POSITION: 14							
$ 294.5	WEIGHTED GROUP AVG:	$ 34.2	$ 18.9	$ 53.1	$ 34.1			
$99.9 AND BELOW		$ 37.8	$ 1.1	$ 38.9		$ 29.6	$ 36.4	$ 41.6
	ASST. V.P./DIR	35.8	8.2	44.0				
	MANAGER				$ 32.8	30.6	39.7	48.9
					27.7	28.7	34.0	39.4
	NO IN POSITION: 47							
$ 26.2	WEIGHTED GROUP AVG:	$ 37.2	$ 3.2	$ 40.4	$ 32.4			
NO SCOPE REPORTED	VICE PRESIDENT	$ 79.0	$ 23.7	$102.7				
	ASST. V.P./DIR	51.2	0.0	51.2				
		38.2	2.7	40.9		$ 29.6	$ 37.1	$ 44.6
	DIV. V.P./MGR.				$ 30.7			
	ASST. V.P./DIR	27.5	0.0	27.5		29.3	38.3	47.2
	NO IN POSITION: 29							
	WEIGHTED GROUP AVG:	$ 39.3	$ 2.5	$ 41.8	$ 30.7			
	NO IN POSITION: 90							
$ 87.7	POSITION AVERAGE:	$ 37.6	$ 6.3	$ 43.9	$ 32.2			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - MEAT BUYER

REGION #3 - WEST CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0 AND BELOW	C.O.O.	$ 50.4	$ 3.5	$ 53.9				
	ASST. V.P./DIR				$ 47.4	$ 43.1	$ 52.3	$ 61.6
					38.3	34.3	41.2	47.9
	ASST. V.P./DIR	36.6	8.0	44.6				
	MANAGER	35.9	0.0	35.9		31.8	40.4	49.0
	MANAGER				30.2	30.6	36.7	42.8
	NO IN POSITION: 22							
$ 26.8	WEIGHTED GROUP AVG:	$ 39.1	$ 3.9	$ 43.0	$ 33.2			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 54.5	$ 0.0	$ 54.5				
		41.0	2.9	43.9		$ 33.1	$ 40.1	$ 48.3
	DIV. V.P./MGR.				$ 38.0			
	ASST. V.P./DIR	37.5	0.0	37.5		29.3	38.3	47.2
	VICE PRESIDENT				30.0			
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 42.6	$ 0.8	$ 43.3	$ 36.7			
	NO IN POSITION: 32							
$ 26.8	POSITION AVERAGE:	$ 40.7	$ 2.4	$ 43.1	$ 34.1			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - PRODUCE BUYER

REGION #3 - WEST CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$100.0	VICE PRESIDENT				$ 56.1			
AND BELOW	ASST. V.P./DIR	$ 48.2	$ 4.8	$ 53.0		$ 45.8	$ 55.8	$ 65.8
	MANAGER				42.5	37.0	46.3	57.8
	VICE PRESIDENT	40.3	36.8	77.1				
	MANAGER	33.7	0.0	33.7		26.8	34.1	41.4
	MANAGER				32.6	26.8	37.8	48.9
	ASST. V.P./DIR	30.7	8.0	38.7				
	NO IN POSITION: 33							
$ 21.0	WEIGHTED GROUP AVG:	$ 36.8	$ 13.5	$ 50.3	$ 37.4			
NO SCOPE	ASST. V.P./DIR	$ 44.1	$ 0.0	$ 44.1				
REPORTED	MANAGER				$ 42.0	$ 33.6	$ 44.7	$ 55.9
		39.0	2.7	41.7		29.6	37.1	44.6
	VICE PRESIDENT				36.0			
	DIV. V.P./MGR.				35.7			
	ASST. V.P./DIR	35.7	0.0	35.7		29.3	38.3	47.2
	NO IN POSITION: 26							
	WEIGHTED GROUP AVG:	$ 39.0	$ 1.1	$ 40.0	$ 39.2			
	NO IN POSITION: 59							
$ 21.0	POSITION AVERAGE:	$ 38.0	$ 6.8	$ 44.8	$ 38.1			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - FROZEN FOODS BUYER

REGION #3 - WEST CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$50.0 AND BELOW	ASST. V.P./DIR	$ 35.8	$ 8.2	$ 44.0				
	VICE PRESIDENT	33.7	15.7	49.4				
	NO IN POSITION: 2							
$ 44.2	WEIGHTED GROUP AVG:	$ 34.8	$ 11.9	$ 46.7				
NO SCOPE REPORTED	ASST. V.P./DIR	$ 43.2	$ 0.0	$ 43.2				
	DIV. V.P./MGR.				$ 38.9			
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:	$ 43.2	$ 0.0	$ 43.2	$ 38.9			
	NO IN POSITION: 4							
$ 44.2	POSITION AVERAGE:	$ 37.6	$ 7.9	$ 45.5	$ 38.9			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - NONFOOD BUYER

REGION #3 - WEST CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$55.0 AND BELOW	ASST. V.P./DIR	$ 35.8	$ 8.2	$ 44.0				
		35.1	0.6	35.7				
	MANAGER				$ 25.7	$ 26.8	$ 34.1	$ 41.4
	NO IN POSITION: 5							
$ 19.9	WEIGHTED GROUP AVG:	$ 35.6	$ 6.3	$ 41.9	$ 25.7			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 47.4	$ 0.0	$ 47.4				
	VICE PRESIDENT	42.9	10.3	53.2				
	DIV. V.P./MGR.				$ 38.9			
	ASST. V.P./DIR	29.0	0.0	29.0		29.3	38.3	47.2
	NO IN POSITION: 14							
	WEIGHTED GROUP AVG:	$ 39.1	$ 2.1	$ 41.2	$ 38.9			
	NO IN POSITION: 19							
$ 19.9	POSITION AVERAGE:	$ 37.6	$ 3.9	$ 41.5	$ 37.6			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - DELI BUYER

REGION #3 - WEST CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DELI PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$20.0	MANAGER				$ 48.1	$ 40.7	$ 49.2	$ 57.6
AND BELOW	MANAGER				23.5	26.8	34.1	41.4
	NO IN POSITION: 2							
$ 16.9	WEIGHTED GROUP AVG:				$ 35.8			
NO SCOPE	ASST. V.P./DIR	$ 37.0	$ 0.0	$ 37.0		$ 29.3	$ 38.3	$ 47.2
REPORTED	DIV. V.P./MGR.				$ 30.0			
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 37.0	$ 0.0	$ 37.0	$ 30.0			
	NO IN POSITION: 5							
$ 16.9	POSITION AVERAGE:	$ 37.0	$ 0.0	$ 37.0	$ 33.9			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - DIVISION GENERAL MANAGER
REGION #3 - WEST CENTRAL

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANNL DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$650.0 AND BELOW	REG. V.P./MGR.	$114.5	$ 19.0	$133.5				
	C.O.O.				$ 92.0	$ 84.7	$105.8	$127.0
	CEO/PRESIDENT	76.2	180.2	256.4				
		60.4	5.0	65.4				
	NO IN POSITION: 13							
$ 562.4	WEIGHTED GROUP AVG:	$ 95.7	$ 71.2	$166.9	$ 92.0			
NO SCOPE REPORTED	BOARD OF DIR.	$190.0	$ 0.0	$190.0				
	SENIOR V.P.	92.0	27.6	119.6				
		80.2	5.6	85.8		$ 53.6	$ 67.8	$ 82.0
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 94.5	$ 13.1	$107.6				
	NO IN POSITION: 24							
$ 562.4	POSITION AVERAGE:	$ 95.0	$ 39.3	$134.3	$ 92.0			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - DISTRICT MANAGER

REGION #3 - WEST CENTRAL

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANNL DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.0 AND ABOVE	VICE PRESIDENT	$ 81.6	$ 16.3	$ 97.9		$ 77.3	$ 96.5	$115.7
	EXEC. V.P.	73.5	25.9	99.4				
	DIV. V.P./MGR.	73.4	9.4	82.8		56.3	70.4	88.0
	CEO/PRESIDENT	73.0	14.6	87.6		57.9	72.0	86.1
	VICE PRESIDENT	72.8	21.5	94.3		51.4	64.3	77.1
	ASST. V.P./DIR	65.5	14.5	80.0				
	VICE PRESIDENT	64.0	143.0	207.0				
	SENIOR V.P.	61.0	0.0	61.0				
	VICE PRESIDENT	56.6	24.5	81.1		48.8	62.2	75.6
		54.7	15.0	69.7				
	NO IN POSITION:	50						
$ 212.9	WEIGHTED GROUP AVG:	$ 67.9	$ 29.8	$ 97.7				

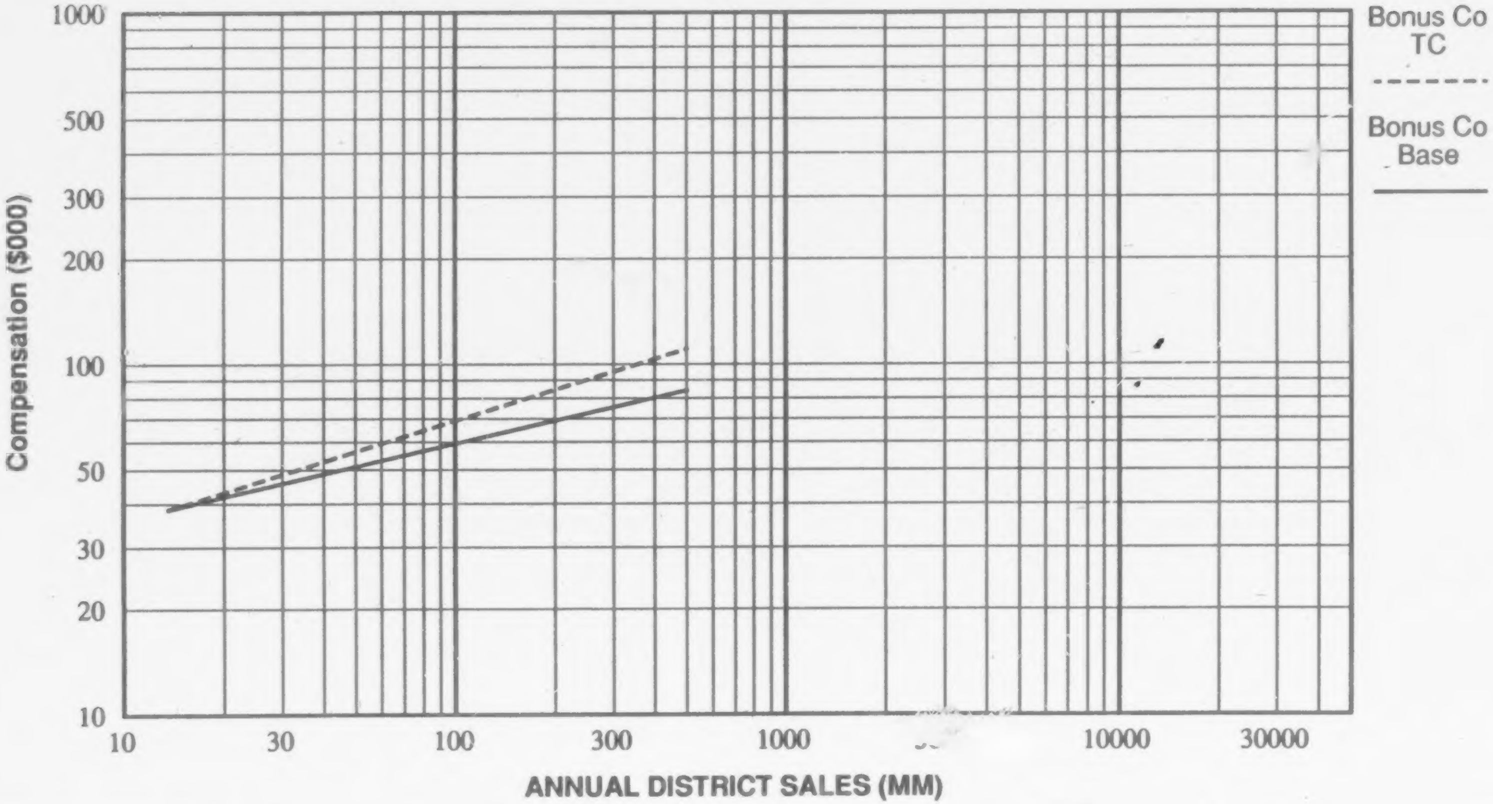
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - DISTRICT MANAGER

REGION #3 - WEST CENTRAL

SCOPE ANNL DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$99.9	CEO/PRESIDENT	$ 76.0	$ 15.2	$ 91.2		$ 57.9	$ 72.0	$ 86.1
AND BELOW	SENIOR V.P.				$ 67.6			
	DIV. V.P./MGR.				64.0	58.1	71.1	84.2
	DIV. V.P./MGR.				55.5	58.1	71.1	84.2
	DIV. V.P./MGR.				55.0	58.1	71.1	84.2
	GROUP EXEC.	42.7	0.0	42.7		35.0	38.0	42.0
	GROUP EXEC.	41.6	0.0	41.6		30.0	37.5	45.0
	VICE PRESIDENT	40.2	95.7	135.9				
	GROUP EXEC.	37.4	0.0	37.4		30.0	35.0	40.0
	NO IN POSITION: 11							
$ 52.2	WEIGHTED GROUP AVG:	$ 47.6	$ 22.2	$ 69.8	$ 60.8			
NO SCOPE	SENIOR V.P.	$ 92.0	$ 28.0	$120.0		$ 92.0	$ 92.0	$ 92.0
REPORTED	VICE PRESIDENT	65.8	0.0	65.8				
	EXEC. V.P.				$ 51.0			
	VICE PRESIDENT	43.1	0.0	43.1				
	NO IN POSITION: 38							
	WEIGHTED GROUP AVG:	$ 51.5	$ 3.0	$ 54.5	$ 51.0			
	NO IN POSITION: 99							
$ 183.9	POSITION AVERAGE:	$ 60.2	$ 18.6	$ 78.8	$ 59.4			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 46. DISTRICT MANAGER
REGION #3 - WEST CENTRAL



	BonCoBase	TC	Nonbonus
Coeff. Det.	.80	.82	
Std. Error	1.13	1.17	

	BonCoBase	TC	Nonbonus
Slope	.21639	.29307	
Y-Int	1.34176	1.2536	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$400.0	$ 60.0	$ 12.0	$ 72.0										
AND ABOVE	56.0	6.3	62.3										
	53.4	14.0	67.4		$ 43.0	$ 49.0	$ 55.0	5.0	1.0	55.0	4.0	B	B
	50.3	9.1	59.4		43.0	47.5	52.0	5.0	1.0	55.0	4.0	B	B
	48.7	10.2	58.9		47.0	49.9	52.8	6.0		48.0			
	46.8	2.5	49.3		42.9	46.8	50.7	5.0		40.0		E	F
				$ 40.0	36.0	40.0	44.0		2.0	48.0	12.0	B	A
				39.8	36.0	40.0	44.0	5.5	2.0	48.0	12.0	B	A
NO. IN POS: 93													
$ 454.5 WT'D AVG:	$ 55.7	$ 11.3	$ 67.0	$ 39.8									
$399.9	$ 57.9	$ 23.1	$ 81.0					5.5		48.0			D
TO	52.1	5.4	57.5										
$300.0	50.7	3.5	54.2		$ 42.9	$ 46.8	$ 50.7	5.0		40.0		E	F
	49.1	9.0	58.1		45.1	47.9	50.6	6.0		48.0			
	48.0	7.2	55.2		43.0	47.5	52.0	5.0	1.0	55.0	4.0	B	B
	45.8	12.1	57.9					5.5	3.0	55.0	4.0	100	130
				$ 37.2	36.0	40.0	44.0	5.5	2.0	48.0	12.0	B	A
NO. IN POS: 134													
$ 338.3 WT'D AVG:	$ 55.4	$ 18.7	$ 74.1	$ 37.2									

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SURVEY POSITION 47 - STORE MANAGER

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SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$299.9	$ 52.5	$ 8.7	$ 61.2										
TO	51.1	11.9	63.0		$ 48.6	$ 49.8	$ 51.1	5.0		54.0	3.0	B	A
$250.0	50.8	32.0	82.8					5.5		48.0			D
	49.3	8.6	57.9		43.0	45.6	48.2	6.0		48.0			
	46.8	2.5	49.3		42.9	46.8	50.7	5.0		40.0		E	F
	46.7	6.0	52.7		43.0	47.5	52.0	5.0	1.0	55.0	4.0	B	B
				$ 38.9	35.0	39.3	43.5	5.5	2.0	48.0	12.0	B	A
NO. IN POS: 147													
$ 274.5 WT'D AVG:	$ 50.5	$ 27.0	$ 77.5	$ 38.9									
$249.9	$ 53.3	$ 19.0	$ 72.3					5.5		48.0			D
TO	51.9	4.8	56.7										
$200.0	50.7	3.5	54.2		$ 42.9	$ 46.8	$ 50.7	5.0		40.0		E	F
	47.9	11.5	59.4					6.0	3.0	48.0	26.0	B	B
	46.3	7.0	53.3		43.0	45.6	48.2	6.0		48.0			
	46.0	5.0	51.0		43.0	47.5	52.0	5.0	1.0	55.0	4.0	B	B
	45.1	13.4	58.5					5.0	1.0	60.0	5.0	B	B
	43.7	5.3	49.0					5.5	3.0	55.0	4.0	100	130
	41.6	0.0	41.6		27.3	34.6	42.0	6.0		48.0	26.0	B	100
				$ 35.6	33.5	37.7	42.0	5.5	2.0	48.0	12.0	B	A
NO. IN POS: 91													
$ 233.8 WT'D AVG:	$ 46.9	$ 12.0	$ 58.9	$ 35.6									

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1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9	$ 47.6	$ 2.2	$ 49.8		$ 42.9	$ 46.8	$ 50.7	5.0		40.0		E	F
TO	47.5	7.6	55.1		46.5	47.6	48.6	5.0		54.0	3.0	B	A
$150.0	45.5	11.5	57.0					6.0	3.0	48.0	26.0	B	B
	44.4	5.2	49.6		42.0	44.5	47.0	6.0		48.0			
	43.0	5.0	48.0		43.0	47.5	52.0	5.0	1.0	55.0	4.0	B	B
	42.9	3.8	46.7					5.5	3.0	55.0	4.0	100	130
				$ 34.8	31.5	36.5	41.5	5.5	2.0	48.0	12.0	B	A
	30.4	8.3	38.7		30.0	31.3	32.5	6.0		48.0	26.0	B	100
NO. IN POS: 102													
$ 172.8 WT'D AVG:	$ 46.1	$ 8.3	$ 54.4	$ 34.8									
$149.9	$ 45.9	$ 5.0	$ 50.9		$ 45.0	$ 45.8	$ 46.5	5.0		54.0	3.0	B	A
TO	43.7	11.5	55.2					6.0	3.0	48.0	26.0	B	B
$100.0	42.9	2.5	45.4		42.9	46.8	50.7	5.0		40.0		E	F
	42.7	6.5	49.2		38.0	39.8	41.6	6.0		48.0			
	41.0	1.2	42.2					5.5	3.0	55.0	4.0	100	130
				$ 33.9	28.0	33.2	38.3	5.5	2.0	48.0	12.0	B	A
	32.5	0.0	32.5		30.0	31.3	32.5	6.0		48.0	26.0	B	100
	32.5	4.1	36.6		28.0	32.5	37.0	6.0		48.0	26.0	B	100
NO. IN POS: 93													
$ 124.8 WT'D AVG:	$ 42.8	$ 7.3	$ 50.1	$ 33.9									

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SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9 AND BELOW	$ 42.8	$ 11.5	$ 54.3					6.0	3.0	48.0	26.0	B	B
	41.6	1.3	42.9		$ 42.9	$ 46.8	$ 50.7	5.0		40.0		E	F
	40.9	2.6	43.5		37.0	38.6	40.2	6.0		48.0			
	35.0	1.7	36.7					5.5	3.0	55.0	4.0	100	130
				$ 30.7	23.3	29.9	36.5	5.5	2.0	48.0	12.0	B	A
	30.4	2.6	33.0		30.0	32.0	34.0	6.0		48.0	26.0	B	100
	26.0	4.0	30.0		26.0	28.0	30.0	6.0		48.0	26.0	B	100
NO. IN POS: 80													
$ 74.0 WT'D AVG:	$ 39.5	$ 6.8	$ 46.3	$ 30.7									

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1990-1991 MANAGEMENT COMPENSATION STUDY
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SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED	$ 74.7	$ 22.4	$ 97.1					5.5	2.0		24.0	B	B
	66.1	19.9	86.0					5.5	2.0		24.0	B	B
	60.1	18.0	78.1					5.5	2.0		24.0	B	B
	56.4	16.9	73.3					5.5	2.0		24.0	B	B
	53.6	16.4	70.0					5.5	2.0		24.0	B	B
	51.6	15.5	67.1					5.5	2.0		24.0	B	B
	49.8	0.0	49.8		$ 48.6		$ 51.0	6.0	1.0	54.0	12.0	D	A
	49.8	14.9	64.7					5.5	2.0		24.0	B	B
	48.4	14.5	62.9					5.5	2.0		24.0	B	B
	46.5	0.0	46.5					6.0	1.0	54.0	12.0	D	A
	44.7	0.0	44.7					6.0	1.0	54.0	12.0	D	A
	43.4	0.0	43.4					6.0	1.0	54.0	12.0	D	A
	42.8	6.0	48.8					5.0		40.0	12.0		
	42.6	0.0	42.6					6.0	1.0	54.0	12.0	D	A
	40.0	0.0	40.0		38.0		42.0	5.5	1.0	52.0			
	40.0	0.0	40.0					5.5	1.0	52.0			
	38.0	0.0	38.0		36.0		40.0	5.5	1.0	52.0			
	36.0	0.0	36.0		32.0		38.0	5.5	1.0	52.0			
	25.9	2.0	27.9					5.0		40.0	12.0		
NO. IN POS: 415 WT'D AVG:	$ 35.5	$ 3.9	$ 39.4										
NO. IN POS: 1155 POSITION $ 249.2 AVG:	$ 44.0	$ 10.6	$ 54.6	$ 34.3									

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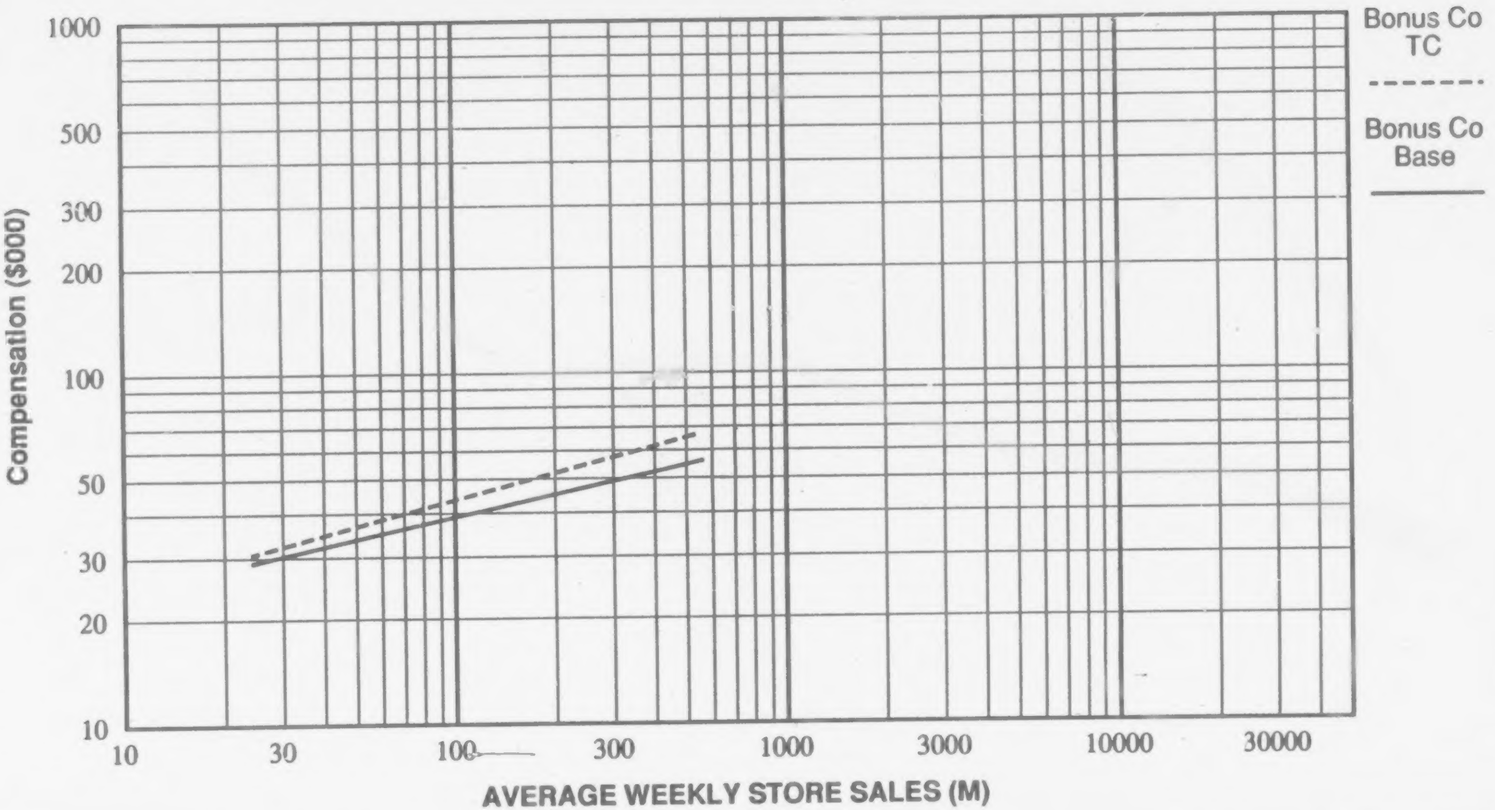
1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 47. STORE MANAGER
REGION #3 - WEST CENTRAL



	BonCoBase	TC	Nonbonus
Coeff. Det.	.61	.53	
Std. Error	1.11	1.16	

	BonCoBase	TC	Nonbonus
Slope	.20949	.24945	
Y-Int	1.17156	1.14172	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$300.0 AND ABOVE	$ 43.6	$ 6.5	$ 50.1										
	38.3	2.1	40.4		$ 33.0	$ 34.8	$ 36.5	5.0	1.0	55.0	36.0	B	B
	37.6	4.2	41.8		33.0	35.5	38.0	5.0	1.0	55.0	36.0	B	B
	37.4	2.7	40.1		33.0	35.0	37.0	5.0	1.0	55.0	36.0	B	B
	37.4	1.3	38.7					5.0		40.0	52.0	B	F
	36.9	1.3	38.2					5.0		40.0	52.0	B	F
	36.4	4.2	40.6					5.5		45.0			
	35.4	2.0	37.4					5.5		45.0			
	33.0	3.5	36.5					5.5		45.0			
	29.9	1.5	31.4					5.5	4.0	55.0	25.0		100
NO. IN POS: 152													
$ 413.5 WT'D AVG:	$ 38.8	$ 4.1	$ 42.9										
$299.9 TO $200.0	$ 37.4	$ 1.0	$ 38.4					5.0		40.0	52.0	B	F
	37.4	1.3	38.7					5.0		40.0	52.0	B	F
	36.9	1.8	38.7					5.0	2.0	50.0	16.0	B	B
	36.0	1.5	37.5		$ 33.0	$ 34.0	$ 35.5	5.0	1.0	55.0	36.0	B	B
	33.6	1.6	35.2					5.5		45.0			
	32.6	3.1	35.7					5.5		45.0			
	31.2	2.5	33.7					5.5	4.0	55.0	25.0		100
	27.3	3.2	30.5		27.3	28.6	30.0	6.0		48.0	26.0	B	100
				$ 26.4	24.3	28.6	33.0	5.5	2.0	48.0	17.0	B	A
				26.4	24.3	28.6	33.0	5.5	2.0	48.0	17.0	B	A
NO. IN POS: 93													
$ 247.9 WT'D AVG:	$ 35.1	$ 2.0	$ 37.1	$ 26.4									

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SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9	$ 38.6	$ 1.4	$ 40.0		$ 33.0	$ 34.0	$ 35.0	5.0	1.0	55.0	36.0	B	B
TO	37.4	1.0	38.4					5.0		40.0	52.0	B	F
$100.0	37.4	0.8	38.2					5.0		40.0	52.0	B	F
	35.1	3.6	38.7					6.0		50.0	50.0	B	A
	33.8	0.0	33.8					6.0	3.0	48.0	26.0	B	B
	33.3	2.3	35.6					5.5		45.0			
	30.8	1.5	32.3					5.5		45.0			
	30.6	2.0	32.6		27.1	28.6	30.1	6.0		48.0	1.0		
	30.1	2.3	32.4		27.1	28.6	30.1	6.0		48.0	1.0		
	28.1	1.9	30.0					6.0		48.0	26.0	B	100
	27.3	0.0	27.3		27.0	27.5	28.0	6.0		48.0	26.0	B	100
	27.0	0.5	27.5					5.5	4.0	55.0	25.0		100
	26.0	0.0	26.0		26.0	28.2	30.0	6.0		48.0	26.0	B	100
				$ 25.7				5.5	2.0	48.0	17.0	B	A
NO. IN POS: 294													
$ 147.3 WT'D AVG:	$ 32.9	$ 2.0	$ 34.9	$ 25.7									
$99.9	$ 37.4	$ 0.8	$ 38.2					5.0		40.0	52.0	B	F
AND BELOW	33.8	0.0	33.8					6.0	3.0	48.0	26.0	B	B
	33.8	0.0	33.8					6.0	3.0	48.0	26.0	B	B
	33.8	0.0	33.8					6.0	3.0	48.0	26.0	B	B
	27.8	1.4	29.2		$ 26.6	$ 27.6	$ 28.6	6.0		48.0	1.0		
	26.5	0.0	26.5		26.5	28.2	30.0	6.0		48.0	26.0	B	100
				$ 23.9				5.5	2.0	48.0	17.0	B	A
	23.5	1.9	25.4					5.5					
	20.8	0.0	20.8		20.0	23.0	25.0	6.0		48.0	26.0	B	100
NO. IN POS: 262													
$ 64.5 WT'D AVG:	$ 32.0	$ 0.4	$ 32.4	$ 23.9									

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1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE	$ 91.9	$ 1.0	$ 92.9										
REPORTED	36.0	0.0	36.0					5.5	3.0	48.0			
				$ 35.0				5.0		40.0	12.0		
	34.0	0.0	34.0					6.0	4.0	54.0	4.0	B	A
	33.4	0.0	33.4										
	31.2	0.0	31.2					6.0	4.0	54.0	4.0	B	A
	31.0	0.0	31.0		$ 27.0		$ 32.0	5.5	3.0	48.0			
	29.0	0.0	29.0		26.0		29.9	5.5	3.0	48.0			
	28.9	0.0	28.9					6.0	4.0	54.0	4.0	B	A
	27.0	0.0	27.0		24.0		28.0	5.5	3.0	48.0			
				17.0				5.0	2.0	45.0	12.0		
NO. IN POS: 712 WT'D AVG:	$ 35.7	$ 0.0	$ 35.7	$ 17.2									
NO. IN POS: 1513 $ 182.4 POSITION AVG:	$ 34.6	$ 1.4	$ 36.0	$ 18.7									

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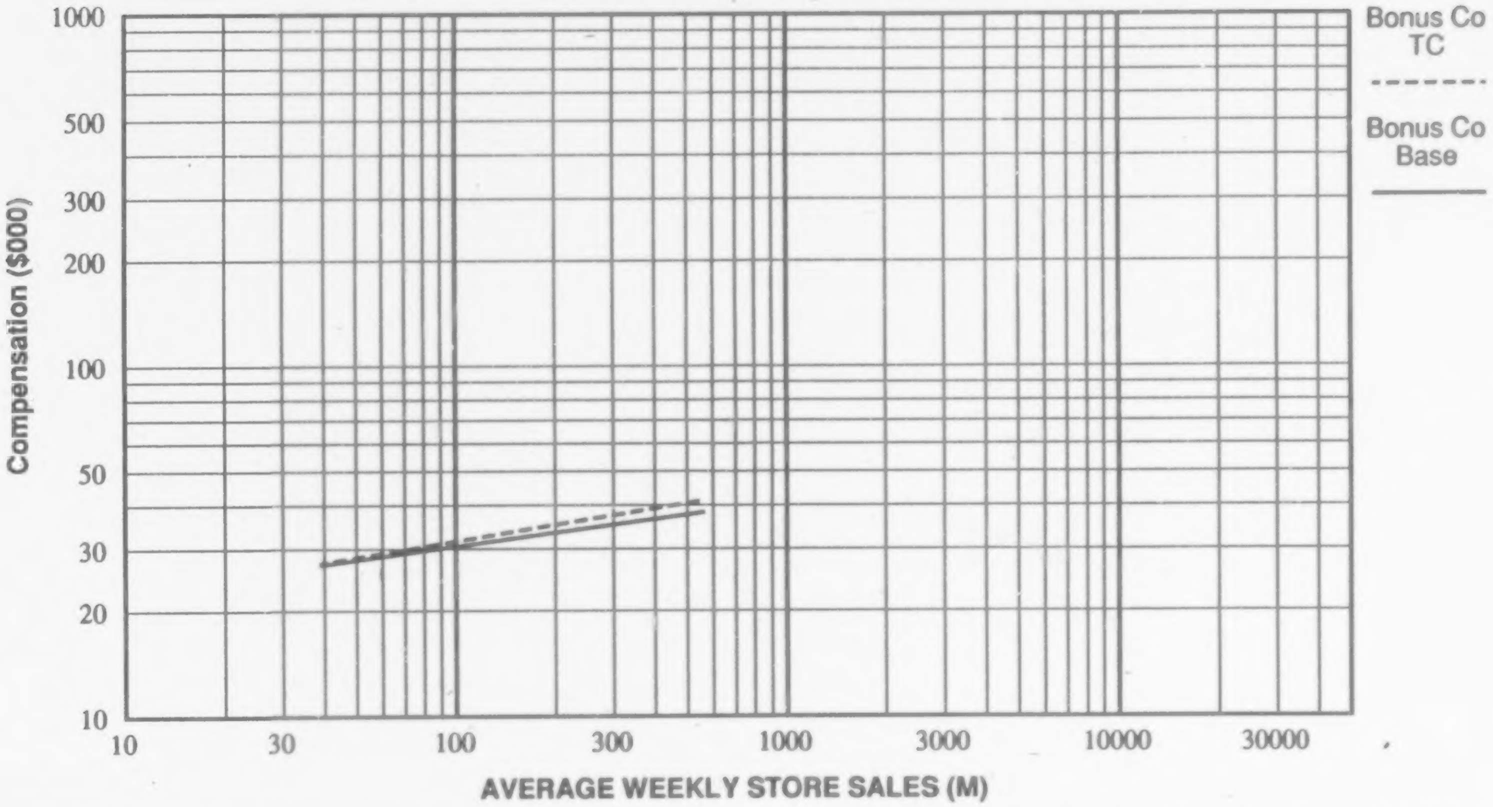
POSITION 48. ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL



	BonCoBase	TC	Nonbonus
Coeff. Det.	.38	.49	
Std. Error	1.13	1.13	

	BonCoBase	TC	Nonbonus
Slope	.12769	.15659	
Y-Int	1.22997	1.18625	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$40.0 AND ABOVE	$ 39.2	$ 0.3	$ 39.5					5.5		50.0		50	
	38.9	3.9	42.8					5.5		45.0			
	37.7	0.9	38.6					5.0		40.0		B	F
				$ 35.5	$ 30.0	$ 34.0	$ 38.0	5.0		45.0		B	A
	35.1	3.6	38.7					5.5		45.0			
				34.7	29.1	33.4	37.8	5.5		42.0	12.0		
	33.5	5.7	39.2		32.0	34.4	36.8	5.5		44.0		E	E
				33.5	29.0	32.5	36.0	5.0		45.0		B	A
				33.1	29.1	33.4	37.8	5.5		42.0	12.0		
				31.0	28.0	31.0	34.0	5.0		45.0		B	A
NO. IN POS: 162													
$ 53.3 WT'D AVG:	$ 36.5	$ 3.8	$ 40.3	$ 33.3									
$39.9 TO $25.0	$ 37.6	$ 2.9	$ 40.5					5.5		50.0		50	
	36.4	5.2	41.6										
				$ 34.5	$ 32.9	$ 33.7	$ 34.6	5.5		42.0	12.0		
	34.4	2.7	37.1					5.5		45.0			
	33.8	0.8	34.6					5.0		40.0		B	F
	33.8	0.8	34.6					5.0		40.0		B	F
	32.8	4.3	37.1		30.2	32.4	34.7	5.5		44.0		E	E
				29.8	24.0	28.6	33.3	5.0		45.0		B	A
	29.1	2.9	32.0		27.0	28.1	29.1	6.0		40.0	13.0	B	B
				28.3				5.0	2.0	40.0	24.0		
				28.3				5.0	2.0	40.0	24.0		
	28.0	2.3	30.3					5.0		40.0	12.0	E	E
NO. IN POS: 219													
$ 30.9 WT'D AVG:	$ 33.3	$ 3.4	$ 36.7	$ 30.3									

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1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER
REGION #3 - WEST CENTRAL

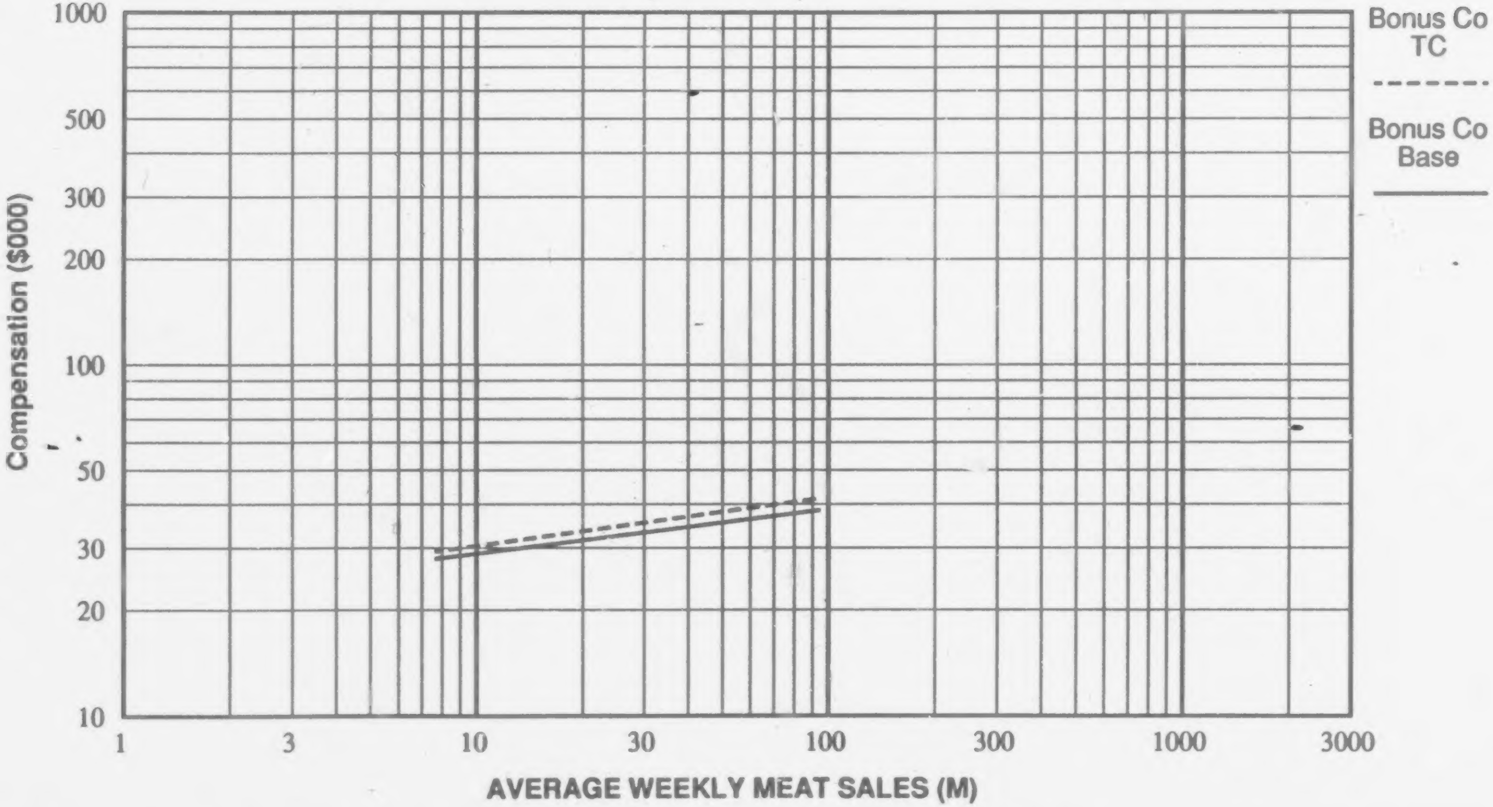
SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9	$ 37.1	$ 1.9	$ 39.0					6.0		48.0	52.0	E	E
TO	36.2	0.6	36.8					5.5		50.0		50	
$15.0				$ 34.6	$ 32.9	$ 33.7	$ 34.6	5.5		42.0	12.0		
	33.9	0.2	34.1					5.0		40.0		B	F
	31.4	2.8	34.2		29.0	31.2	33.3	5.5		44.0		E	E
	29.9	1.8	31.7					5.5		45.0			
	28.6	0.0	28.6					5.0		40.0			E
				28.3				5.0	2.0	40.0	24.0		
				28.2	20.8	30.3	32.5	5.0		45.0		B	A
	27.0	3.0	30.0		27.0	28.1	29.1	6.0		40.0	13.0	B	B
	27.0	0.0	27.0					5.0		40.0			E
NO. IN POS: 297													
$ 22.1 WT'D AVG:	$ 31.9	$ 1.1	$ 33.0	$ 28.4									
$14.9	$ 35.6	$ 0.3	$ 35.9					5.5		50.0		50	
AND BELOW	32.8	0.4	33.2					5.0		40.0		B	F
				$ 28.3				5.0	2.0	40.0	24.0		
	27.4	1.8	29.2		$ 25.4	$ 27.2	$ 28.9	5.5		44.0		E	E
	27.0	3.0	30.0		27.0	28.1	29.1	6.0		40.0	13.0	B	B
				26.2	20.7	26.3	31.8	5.0		45.0		B	A
	26.0	1.2	27.2					5.5		45.0			
NO. IN POS: 91													
$ 11.0 WT'D AVG:	$ 30.1	$ 1.1	$ 31.2	$ 27.3									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED				$ 36.2				5.5	2.0		24.0	B	B
				34.7				5.5	2.0		24.0	B	B
				34.0				5.0		40.0			
				33.5				5.5	2.0		24.0	B	B
				32.9				5.5	2.0		24.0	B	B
				32.5				5.5	2.0		24.0	B	B
				32.1				5.5	2.0		24.0	B	B
	$ 30.2	$ 0.0	$ 30.2										
	27.0	1.0	28.0		$ 21.0		$ 28.0	5.5	1.0	45.0			
	26.0	0.5	26.5		22.0		27.0	5.5	1.0	45.0			
	25.0	0.5	25.5		19.0		26.0	5.5	1.0	45.0			
				24.0				5.0		40.0			
NO. IN POS: 165 WT'D AVG:	$ 29.3	$ 0.1	$ 29.4	$ 31.0									
NO. IN POS: 934 $ 29.9 POSITION AVG:	$ 32.5	$ 1.9	$ 34.4	$ 30.3									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 49. MEAT DEPARTMENT MANAGER
REGION #3 - WEST CENTRAL



	BonCoBase	TC	Nonbonus
Coeff. Det.	.38	.42	
Std. Error	1.11	1.11	

	BonCoBase	TC	Nonbonus
Slope	.12642	.13677	
Y-Int	1.33534	1.34709	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

REGION #3 - WEST CENTRAL

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$150.0 AND ABOVE	$ 42.3	$ 6.5	$ 48.8		$ 34.6	$ 37.3	$ 40.0	5.5	1.0	44.0			
	39.0	5.3	44.3										
	38.3	6.3	44.6		34.6	37.3	40.0	5.5	1.0	44.0			
	36.7	12.8	49.5					5.5		48.0			D
	31.7	2.1	33.8		27.0	28.5	30.0	5.0	3.0	55.0	24.0	B	B
	31.0	1.3	32.3		27.0	28.0	29.1	5.0	3.0	55.0	24.0	B	B
	29.4	0.4	29.8					5.0	2.0	40.0		B	F
	24.3	0.5	24.8					5.0	2.0	40.0		B	F
	21.5	0.3	21.8					5.5	4.0	51.0	25.0		75
	21.5	0.3	21.8					5.5	4.0	51.0	25.0		75
NO. IN POS: 254													
$ 187.8 WT'D AVG:	$ 35.5	$ 8.3	$ 43.8										
$149.9 TO $100.0	$ 38.2	$ 5.1	$ 43.3		$ 34.6	$ 37.3	$ 40.0	5.5	1.0	44.0			
	37.9	8.9	46.8					5.5		48.0			D
	31.3	1.0	32.3		27.0	27.9	28.8	5.0	3.0	55.0	24.0	B	B
	26.7	2.6	29.3					5.0	5.0	40.0	13.0	E	E
	24.3	0.4	24.7					5.0	2.0	40.0		B	F
	20.4	0.8	21.2					5.5	4.0	51.0	25.0		75
NO. IN POS: 126													
$ 131.7 WT'D AVG:	$ 34.7	$ 6.4	$ 41.1										

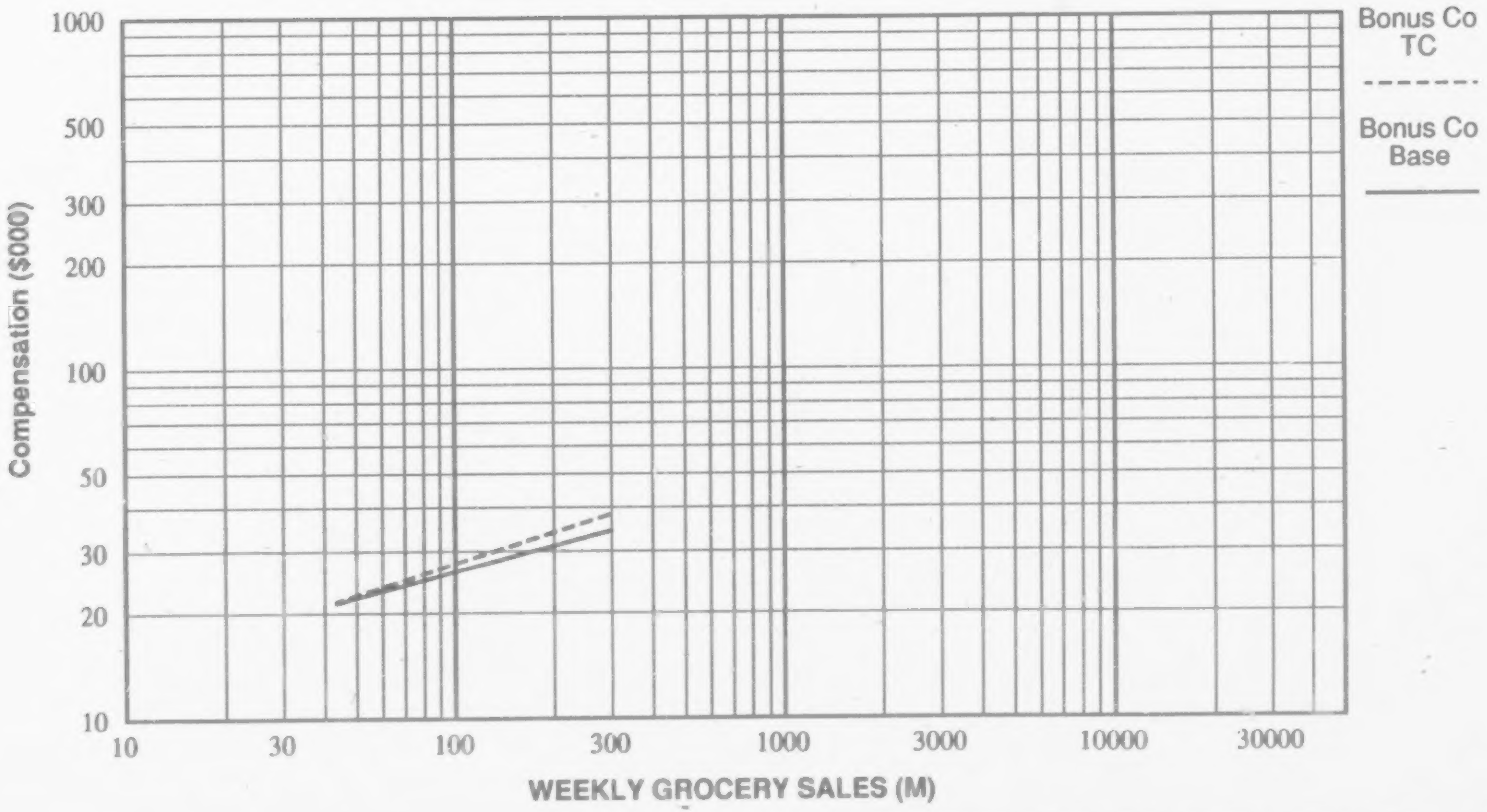
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

REGION #3 - WEST CENTRAL

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$99.9	$ 40.2	$ 5.0	$ 45.2		$ 34.6	$ 37.3	$ 40.0	5.5	1.0	44.0			
AND BELOW	37.3	4.5	41.8		34.6	37.3	40.0	5.5	1.0	44.0			
	29.4	0.7	30.1		27.0	27.7	28.5	5.0	3.0	55.0	24.0	B	B
	26.9	0.5	27.4					5.0	2.0	40.0		B	F
	26.8	0.3	27.1					5.0	2.0	40.0		B	F
	24.3	0.4	24.7					5.0	2.0	40.0		B	F
	19.4	0.2	19.6					5.5	4.0	51.0	25.0		75
	19.2	0.1	19.3					5.5	4.0	51.0	25.0		75
	19.1	0.2	19.3					5.5	4.0	51.0	25.0		75
NO. IN POS: 37 WT'D $ 69.5 . AVG:	$ 24.6	$ 1.1	$ 25.7										
NO SCOPE REPORTED	$ 40.0	$ 0.0	$ 40.0					5.0		40.0			
NO. IN POS: 4 WT'D													
NO. IN POS: 421 POSITION $ 160.4 AVG:	$ 34.4	$ 7.0	$ 41.4										

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 50. GROCERY MANAGER
REGION #3 - WEST CENTRAL



	BonCoBase	TC	Nonbonus
Coeff. Det.	.26	.24	
Std. Error	1.25	1.32	

	BonCoBase	TC	Nonbonus
Slope	.24629	.29604	
Y-Int	.92599	.84962	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER

REGION #3 - WEST CENTRAL

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$45.0 AND BELOW	$ 33.6	$ 3.6	$ 37.2										
	29.6	15.7	45.3					5.5		45.0			
	26.6	20.1	46.7					5.5		45.0			
				$ 24.5				5.0		40.0		E	F
				24.5				5.0		40.0		E	F
				24.5				5.0		40.0		E	F
				22.8	$ 23.0	$ 23.0	$ 23.0	5.0		40.0	12.0		
	22.1	2.1	24.2					5.0	1.0	40.0	8.0	E	E
	20.4	0.3	20.7					5.5		50.0			
				20.4	16.6	19.8	23.0	5.0		40.0	12.0		
	19.0	1.6	20.6		15.3	18.7	22.1	5.5		44.0			
				18.2				5.0	3.0	40.0	24.0		
	17.0	0.0	17.0		16.3	17.2	18.2	5.0		40.0	2.0	E	E
	------	------	------	------									
NO. IN POS: 483													
$ 10.8 WT'D AVG:	$ 24.3	$ 9.3	$ 33.6	$ 19.9									
NO SCOPE REPORTED	$ 39.0	$ 0.0	$ 39.0					5.5	2.0		24.0	B	B
	37.2	0.0	37.2					5.5	2.0		24.0	B	B
	35.2	2.0	37.2					5.5	2.0		24.0	B	B
	33.1	4.1	37.2					5.5	2.0		24.0	B	B
	28.7	8.5	37.2					5.5	2.0		24.0	B	B
	18.0	0.0	18.0		$ 14.0		$ 18.5	5.0	1.0	40.0			
	16.0	0.0	16.0		9.0		17.0	5.0	1.0	40.0			
	------	------	------	------									
NO. IN POS: 71													
WT'D AVG:	$ 29.1	$ 3.5	$ 32.6										
NO. IN POS: 554													
$ 10.8 POSITION AVG:	$ 25.1	$ 8.3	$ 33.4	$ 19.9									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - WAREHOUSE MANAGER
(W/TRANSPORTATION)
REGION #3 - WEST CENTRAL

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
700.0 AND BELOW	DIV. V.P./MGR.	$ 88.0	$ 21.8	$109.8		$ 88.4	$117.8	$147.3
	GROUP EXEC.	83.7	9.9	93.6		64.8	81.0	101.2
	DIV. V.P./MGR.	72.3	9.1	81.4		58.1	72.6	87.2
	VICE PRESIDENT	71.5	14.0	85.5		61.3	75.7	90.1
	VICE PRESIDENT	61.0	9.1	70.1		57.7	71.3	84.7
	CEO/PRESIDENT,	57.6	15.2	72.8				
	DIV. V.P./MGR.				$ 47.3	34.9	41.9	48.9
	VICE PRESIDENT	47.2	7.1	54.3		42.8	52.2	61.7
	DIV. V.P./MGR.				45.5	30.6	36.7	42.8
	DIV. V.P./MGR.				42.0	34.9	41.9	48.9
	DIV. V.P./MGR.				41.0	30.6	36.7	42.8
	DIV. V.P./MGR.				40.0	30.6	36.7	42.8
	REG. V.P./MGR.	37.7	36.8	74.5				
	DIV. V.P./MGR.				37.0	30.6	36.7	42.8
	DIV. V.P./MGR.				35.5	30.6	36.7	42.8
	DIV. V.P./MGR.				35.5	30.6	36.7	42.8
	DIV. V.P./MGR.				30.0	30.6	36.7	42.8
	DIV. V.P./MGR.				28.3	30.6	36.7	42.8
	NO IN POSITION: 35							
392.3	WEIGHTED GROUP AVG:	$ 77.1	$ 16.3	$ 93.4	$ 38.2			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - WAREHOUSE MANAGER
(W/TRANSPORTATION)
REGION #3 - WEST CENTRAL

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 55.0	$ 16.5	$ 71.5				
	EXEC. V.P.				$ 52.2			
	EXEC. V.P.				46.6			
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 55.0	$ 16.5	$ 71.5	$ 49.4			
	NO IN POSITION: 38							
392.3	POSITION AVERAGE:	$ 76.3	$ 16.2	$ 92.5	$ 40.1			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - WAREHOUSE MANAGER
(WITHOUT TRANS.)
REGION #3 - WEST CENTRAL

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
300.0	MANAGER	$ 51.0	$ 4.9	$ 55.9		$ 48.7	$ 59.4	$ 70.2
AND ABOVE	VICE PRESIDENT	47.0	0.0	47.0		37.7	48.1	58.5
	ASST. V.P./DIR	46.6	0.0	46.6		41.6		54.0
	CEO/PRESIDENT	39.4	31.9	71.3				
	NO IN POSITION:	8						
527.4	WEIGHTED GROUP AVG:	$ 46.3	$ 4.6	$ 50.9				
299.9	VICE PRESIDENT	$ 43.0	$ 0.0	$ 43.0		$ 37.7	$ 48.1	$ 58.5
AND BELOW	VICE PRESIDENT	42.6	11.3	53.9				
	VICE PRESIDENT	42.3	0.0	42.3		37.7	48.1	58.5
	VICE PRESIDENT	41.9	0.0	41.9		37.7	48.1	58.5
	VICE PRESIDENT	41.0	6.2	47.2		40.3	49.0	57.8
	NO IN POSITION:	6						
128.5	WEIGHTED GROUP AVG:	$ 42.2	$ 4.8	$ 47.0				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - WAREHOUSE MANAGER
(WITHOUT TRANS.)
REGION #3 - WEST CENTRAL

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	EXEC. V.P.	$ 63.6	$ 0.0	$ 63.6				
	EXEC. V.P.				$ 55.5			
		50.5	3.5	54.0		$ 39.9	$ 50.2	$ 60.5
	MANAGER	47.3	1.8	49.1		42.0	56.0	70.1
	EXEC. V.P.				43.0			
	VICE PRESIDENT	40.6	2.9	43.5				
	NO IN POSITION: 16							
	WEIGHTED GROUP AVG:	$ 48.7	$ 2.1	$ 50.8	$ 49.3			
	NO IN POSITION: 30							
356.5	POSITION AVERAGE:	$ 46.6	$ 3.4	$ 50.0	$ 49.3			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACY DIRECTOR

REGION #3 - WEST CENTRAL

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$165.0	SENIOR V.P.	$ 95.0	$ 14.3	$109.3				
AND BELOW	CEO/PRESIDENT	84.0	25.2	109.2				
	VICE PRESIDENT	60.7	20.4	81.1				
	GROUP EXEC.	54.0	4.0	58.0		$ 54.0	$ 56.0	$ 58.0
	VICE PRESIDENT	52.3	4.5	56.8				
	ASST. V.P./DIR	50.9	16.8	67.7				
	SENIOR V.P.	50.0	0.0	50.0		34.7	45.5	56.3
	CEO/PRESIDENT	47.0	9.4	56.4		46.0	56.5	67.0
	NO IN POSITION:	8						
$ 35.3	WEIGHTED GROUP AVG:	$ 61.7	$ 11.9	$ 73.6				
NO SCOPE		$ 65.0	$ 4.6	$ 69.6		$ 47.2	$ 59.2	$ 71.2
REPORTED	VICE PRESIDENT	62.6	0.0	62.6				
	EXEC. V.P.				$ 51.0			
	NO IN POSITION:	3						
	WEIGHTED GROUP AVG:	$ 63.8	$ 2.3	$ 66.1	$ 51.0			
	NO IN POSITION:	11						
$ 35.3	POSITION AVERAGE:	$ 62.2	$ 9.9	$ 72.1	$ 51.0			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 55 - PHARMACIST

REGION #3 - WEST CENTRAL

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$20.0	DIST.MANAGER	$ 60.6	$ 0.0	$ 60.6				
AND BELOW	ASST. V.P./DIR				$ 46.5			
	MANAGER	46.2	3.8	50.0				
		46.1	10.2	56.3				
	MANAGER	43.9	1.3	45.2				
	MANAGER	43.6	2.9	46.5				
	GROUP EXEC.	42.6	2.4	45.0		$ 42.0	$ 42.8	$ 43.6
	MANAGER	40.9	0.0	40.9				
	MANAGER	40.9	0.0	40.9				
	NO IN POSITION: 158							
$ 9.2	WEIGHTED GROUP AVG:	$ 44.1	$ 3.0	$ 47.1	$ 46.5			
NO SCOPE					$ 42.0	$ 40.0		$ 44.0
REPORTED					42.0	40.0		43.0
	MANAGER	$ 41.1	$ 0.0	$ 41.1		39.2	41.1	43.0
	MANAGER	40.6	0.0	40.6				
	MANAGER	38.0	0.0	38.0				
	NO IN POSITION: 206							
	WEIGHTED GROUP AVG:	$ 40.1	$ 0.0	$ 40.1	$ 42.0			
	NO IN POSITION: 364							
$ 9.2	POSITION AVERAGE:	$ 41.8	$ 1.3	$ 43.1	$ 44.1			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 56 - ASSISTANT/STAFF PHARMACIST
REGION #3 - WEST CENTRAL

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$20.0 AND BELOW	MANAGER	$ 49.9	$ 0.5	$ 50.4				
	MANAGER	49.9	0.5	50.4				
	MANAGER	44.7	1.2	45.9				
	MANAGER	44.0	7.5	51.5				
	MANAGER	38.8	0.0	38.8				
	MANAGER	38.8	0.0	38.8				
	MANAGER				$ 12.5	$ 11.0	$ 12.5	$ 14.0
	NO IN POSITION: 124							
$ 7.4	WEIGHTED GROUP AVG:	$ 42.5	$ 2.0	$ 44.5	$ 12.5			
NO SCOPE REPORTED	VICE PRESIDENT	$ 58.6	$ 17.6	$ 76.2				
	MANAGER	38.0	0.0	38.0		$ 38.0	$ 39.1	$ 40.2
	MANAGER	37.0	0.0	37.0				
	NO IN POSITION: 97							
	WEIGHTED GROUP AVG:	$ 37.6	$ 0.4	$ 38.0				
	NO IN POSITION: 221							
$ 7.4	POSITION AVERAGE:	$ 40.4	$ 1.2	$ 41.6	$ 12.5			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$850.0 AND BELOW	DIST.MANAGER	$ 54.3	$ 10.9	$ 65.2				
	VICE PRESIDENT	53.3	14.6	67.9		$ 45.5	$ 56.9	$ 68.3
	ASST. V.P./DIR	47.9	8.4	56.3		36.5	45.6	54.7
	ASST. V.P./DIR	41.0	0.0	41.0		33.5	42.0	50.5
	CEO/PRESIDENT	40.0	0.0	40.0				
	ASST. V.P./DIR	33.5	1.5	35.0		25.8	32.3	38.8
	REG. V.P./MGR.				$ 28.2			
	NO IN POSITION: 20							
$ 181.6	WEIGHTED GROUP AVG:	$ 47.1	$ 7.2	$ 54.3	$ 28.2			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 63.7	$ 2.3	$ 66.0		$ 40.3	$ 48.4	$ 56.5
	ASST. V.P./DIR				$ 45.0	33.8	40.6	48.6
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 63.7	$ 2.3	$ 66.0	$ 45.0			
	NO IN POSITION: 27							
$ 181.6	POSITION AVERAGE:	$ 51.4	$ 5.9	$ 57.3	$ 32.4			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$300.0 AND BELOW	VICE PRESIDENT	$ 55.1	$ 13.3	$ 68.4		$ 45.5	$ 56.9	$ 68.3
	ASST. V.P./DIR	47.8	8.3	56.1		36.5	45.6	54.7
	REG. V.P./MGR.	43.6	3.2	46.8				
	DIST.MANAGER	41.4	5.0	46.4				
	ASST. V.P./DIR	41.0	1.5	42.5		39.5	50.1	60.7
	VICE PRESIDENT	40.0	0.0	40.0				40.0
	ASST. V.P./DIR	33.0	1.3	34.3		25.8	32.3	38.8
	NO IN POSITION:	24						
$ 80.6	WEIGHTED GROUP AVG:	$ 42.1	$ 3.8	$ 45.9				
NO SCOPE REPORTED	ASST. V.P./DIR	$ 63.3	$ 2.4	$ 65.7		$ 40.3	$ 48.4	$ 56.5
	VICE PRESIDENT				$ 48.5	41.6	49.9	59.8
	NO IN POSITION:	8						
	WEIGHTED GROUP AVG:	$ 63.3	$ 2.4	$ 65.7	$ 48.5			
	NO IN POSITION:	32						
$ 80.6	POSITION AVERAGE:	$ 46.9	$ 3.5	$ 50.4	$ 48.5			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$125.0 AND BELOW	VICE PRESIDENT	$ 50.5	$ 12.1	$ 62.6		$ 40.6	$ 50.7	$ 60.8
	ASST. V.P./DIR	47.8	8.6	56.4		36.5	45.6	54.7
	REG. V.P./MGR.	41.4	2.8	44.2				
	DIST.MANAGER	41.2	4.9	46.1				
	VICE PRESIDENT	40.0	0.0	40.0				40.0
	NO IN POSITION: 17							
$ 43.8	WEIGHTED GROUP AVG:	$ 41.9	$ 3.7	$ 45.6				
NO SCOPE REPORTED	ASST. V.P./DIR	$ 63.7	$ 2.3	$ 66.0		$ 40.3	$ 48.4	$ 56.5
	VICE PRESIDENT			-	$ 47.5	33.8	40.0	48.6
	ASST. V.P./DIR	30.8	1.1	31.9		25.8	32.3	38.8
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 50.5	$ 1.9	$ 52.4	$ 47.5			
	NO IN POSITION: 28							
$ 43.8	POSITION AVERAGE:	$ 45.1	$ 3.0	$ 48.1	$ 47.5			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$125.0	VICE PRESIDENT	$ 59.8	$ 17.0	$ 76.8		$ 45.5	$ 56.9	$ 68.3
AND BELOW	REG. V.P./MGR.				$ 20.6			
	NO IN POSITION: 3							
$ 40.3	WEIGHTED GROUP AVG:	$ 59.8	$ 17.0	$ 76.8	$ 20.6			
NO SCOPE	VICE PRESIDENT				$ 44.2	$ 33.8	$ 40.6	$ 48.6
REPORTED	C.O.O.	$ 30.2	$ 3.0	$ 33.2				
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:	$ 30.2	$ 3.0	$ 33.2	$ 44.2			
	NO IN POSITION: 5							
$ 40.3	POSITION AVERAGE:	$ 45.0	$ 10.0	$ 55.0	$ 28.5			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$50.0 AND BELOW	ASST. V.P./DIR	$ 36.9	$ 0.0	$ 36.9		$ 39.5	$ 50.1	$ 60.7
	REG. V.P./MGR.	34.2	1.8	36.0				
	VICE PRESIDENT	29.0	0.0	29.0				29.0
	ASST. V.P./DIR	26.4	1.0	27.4		25.8	32.3	38.8
	NO IN POSITION: 10							
$ 30.5	WEIGHTED GROUP AVG:	$ 30.8	$ 0.8	$ 31.6				
NO SCOPE REPORTED	ASST. V.P./DIR	$ 63.2	$ 1.9	$ 65.1		$ 40.3	$ 48.4	$ 56.5
	ASST. V.P./DIR				$ 52.0	41.6	49.9	59.8
	C.O.O.	26.0	3.0	29.0				
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$ 57.9	$ 2.0	$ 59.9	$ 52.0			
	NO IN POSITION: 18							
$ 30.5	POSITION AVERAGE:	$ 42.0	$ 1.3	$ 43.3	$ 52.0			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - BAKERY MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$10.0	ASST. V.P./DIR	$ 38.3	$ 0.0	$ 38.3		$ 39.5	$ 50.1	$ 60.7
AND BELOW	ASST. V.P./DIR	24.2	0.9	25.1		25.8	32.3	38.8
	NO IN POSITION: 2							
$ 6.9	WEIGHTED GROUP AVG:	$ 31.3	$ 0.4	$ 31.7				
NO SCOPE REPORTED	ASST. V.P./DIR	$ 49.8	$ 0.8	$ 50.6		$ 37.3	$ 44.8	$ 52.3
	NO IN POSITION: 7							
$ 6.9	POSITION AVERAGE:	$ 44.5	$ 0.7	$ 45.2				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - GROCERY BUYER

REGION #4 - SOUTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$175.0 AND BELOW	MANAGER	$ 44.2	$ 9.5	$ 53.7		$ 32.4	$ 40.5	$ 48.6
	ASST. V.P./DIR	43.3	0.0	43.3		34.9	44.5	54.1
	GROUP EXEC.	42.5	5.1	47.6				
	VICE PRESIDENT	40.0	0.0	40.0				40.0
	ASST. V.P./DIR	29.4	1.1	30.5		25.8	32.3	38.8
	NO IN POSITION: 20							
$ 96.0	WEIGHTED GROUP AVG:	$ 39.9	$ 2.9	$ 42.8				
NO SCOPE REPORTED	ASST. V.P./DIR	$ 47.6	$ 0.0	$ 47.6		$ 40.3	$ 48.4	$ 56.5
	MANAGER				$ 41.2			
	VICE PRESIDENT	30.1	1.2	31.3		28.0	34.3	40.3
	CEO/PRESIDENT				27.0	22.3		30.5
	NO IN POSITION: 19							
	WEIGHTED GROUP AVG:	$ 34.5	$ 0.9	$ 35.4	$ 33.1			
	NO IN POSITION: 39							
$ 96.0	POSITION AVERAGE:	$ 37.9	$ 2.1	$ 40.0	$ 33.1			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - MEAT BUYER

REGION #4 - SOUTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$480.0 AND BELOW	GROUP EXEC.	$ 62.5	$ 12.5	$ 75.0				
	ASST. V.P./DIR	41.8	0.7	42.5		$ 34.9	$ 44.5	$ 54.1
	VICE PRESIDENT	40.0	0.0	40.0				40.0
	ASST. V.P./DIR	34.6	1.5	36.1		25.8	32.3	38.8
	MANAGER	31.9	6.0	37.9		32.4	40.5	48.6
	NO IN POSITION: 10							
$ 137.6	WEIGHTED GROUP AVG:	$ 42.2	$ 4.1	$ 46.3				
NO SCOPE REPORTED	ASST. V.P./DIR	$ 61.6	$ 0.0	$ 61.6		$ 43.6	$ 54.5	$ 65.3
	VICE PRESIDENT				$ 42.4			
	VICE PRESIDENT	35.1	1.4	36.5		28.0	34.3	40.3
	MANAGER				31.6			
	NO IN POSITION: 17							
	WEIGHTED GROUP AVG:	$ 37.3	$ 1.3	$ 38.6	$ 33.8			
	NO IN POSITION: 27							
$ 137.6	POSITION AVERAGE:	$ 39.5	$ 2.6	$ 42.1	$ 33.8			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - PRODUCE BUYER

REGION #4 - SOUTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$250.0 AND BELOW	ASST. V.P./DIR	$ 42.2	$ 1.3	$ 43.5		$ 34.9	$ 44.5	$ 54.1
	VICE PRESIDENT	40.0	0.0	40.0				40.0
	MANAGER	39.5	7.7	47.2		32.4	40.5	48.6
	GROUP EXEC.	39.0	4.7	43.7				
	ASST. V.P./DIR	35.8	1.2	37.0		25.8	32.3	38.8
	NO IN POSITION:	10						
$ 69.3	WEIGHTED GROUP AVG:	$ 40.2	$ 2.4	$ 42.6				
NO SCOPE REPORTED	ASST. V.P./DIR	$ 70.5	$ 5.0	$ 75.5		$ 47.0	$ 58.8	$ 70.6
	MANAGER				$ 41.9			
	VICE PRESIDENT	35.0	1.4	36.4		28.0	34.3	40.3
	NO IN POSITION:	13						
	WEIGHTED GROUP AVG:	$ 41.5	$ 2.0	$ 43.5	$ 41.9			
	NO IN POSITION:	23						
$ 69.3	POSITION AVERAGE:	$ 40.9	$ 2.2	$ 43.1	$ 41.9			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - FROZEN FOODS BUYER

REGION #4 - SOUTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$85.0 AND BELOW	GROUP EXEC.	$ 40.6	$ 4.9	$ 45.5				
	MANAGER	36.5	1.1	37.6		$ 32.4	$ 40.5	$ 48.6
		24.2	0.9	25.1		25.8	32.3	38.8
	NO IN POSITION: 3							
$ 51.3	WEIGHTED GROUP AVG:	$ 33.8	$ 2.3	$ 36.1				
NO SCOPE REPORTED	VICE PRESIDENT	$ 73.8	$ 7.0	$ 80.8		$ 51.7	$ 64.7	$ 77.6
	MANAGER				$ 46.8			
	VICE PRESIDENT	40.0	0.0	40.0				
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 56.9	$ 3.5	$ 60.4	$ 46.8			
	NO IN POSITION: 6							
$ 51.3	POSITION AVERAGE:	$ 43.0	$ 2.8	$ 45.8	$ 46.8			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - DAIRY BUYER

REGION #4 - SOUTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DAIRY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$75.0 AND BELOW	GROUP EXEC.	$ 40.6	$ 4.9	$ 45.5				
	MANAGER	38.5	7.4	45.9		$ 32.4	$ 40.5	$ 48.6
	ASST. V.P./DIR	33.0	1.2	34.2		25.8	32.3	38.8
	NO IN POSITION: 3							
$ 46.3	WEIGHTED GROUP AVG:	$ 37.4	$ 4.5	$ 41.9				
NO SCOPE REPORTED	VICE PRESIDENT	$ 40.0	$ 0.0	$ 40.0				
	NO IN POSITION: 4							
$ 46.3	POSITION AVERAGE:	$ 38.0	$ 3.4	$ 41.4				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - NONFOOD BUYER

REGION #4 - SOUTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$170.0 AND BELOW	ASST. V.P./DIR				$ 41.1	$ 34.9	$ 44.5	$ 54.1
	VICE PRESIDENT	$ 40.0	$ 0.0	$ 40.0				
	GROUP EXEC.	39.8	4.8	44.6				
	MANAGER	39.1	7.2	46.3		32.4	40.5	48.6
	NO IN POSITION: 7							
$ 39.8	WEIGHTED GROUP AVG:	$ 39.7	$ 4.4	$ 44.1	$ 41.1			
NO SCOPE REPORTED	MANAGER				$ 32.1			
	VICE PRESIDENT				22.1	$ 21.8		$ 22.4
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:				$ 25.4			
	NO IN POSITION: 10							
$ 39.8	POSITION AVERAGE:	$ 39.7	$ 4.4	$ 44.1	$ 29.4			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - DELI BUYER

REGION #4 - SOUTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DELI PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$200.0	GROUP EXEC.	$ 45.0	$ 5.4	$ 50.4				
AND BELOW	ASST. V.P./DIR	39.5	5.0	44.5		$ 39.5	$ 50.1	$ 60.7
	VICE PRESIDENT	36.0	0.0	36.0				
	NO IN POSITION:	3						
$ 75.7	WEIGHTED GROUP AVG:	$ 40.2	$ 3.4	$ 43.6				
NO SCOPE REPORTED	ASST. V.P./DIR	$ 46.0	$ 0.0	$ 46.0		$ 37.3	$ 44.8	$ 52.3
	NO IN POSITION:	4						
$ 75.7	POSITION AVERAGE:	$ 41.6	$ 2.6	$ 44.2				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - DISTRICT MANAGER

REGION #4 - SOUTHEAST

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANNL DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0	DIV. V.P./MGR.	$ 74.2	$ 0.0	$ 74.2		$ 56.3	$ 70.4	$ 88.0
AND ABOVE	DIST.MANAGER	69.6	9.6	79.2				
	GROUP EXEC.	65.0	26.9	91.9		47.9	60.7	73.5
	SENIOR V.P.	62.0	20.6	82.6		60.0	61.0	62.0
	VICE PRESIDENT	54.8	16.0	70.8		51.3	64.1	76.9
	C.O.O.	49.2	9.8	59.0		36.1	45.5	54.9
	C.O.O.	49.1	10.3	59.4		39.8	50.2	60.6
	SENIOR V.P.	44.0	5.0	49.0				44.0
	SENIOR V.P.	44.0	5.0	49.0				44.0
	NO IN POSITION:	35						
$ 176.4	WEIGHTED GROUP AVG:	$ 58.5	$ 12.8	$ 71.3				

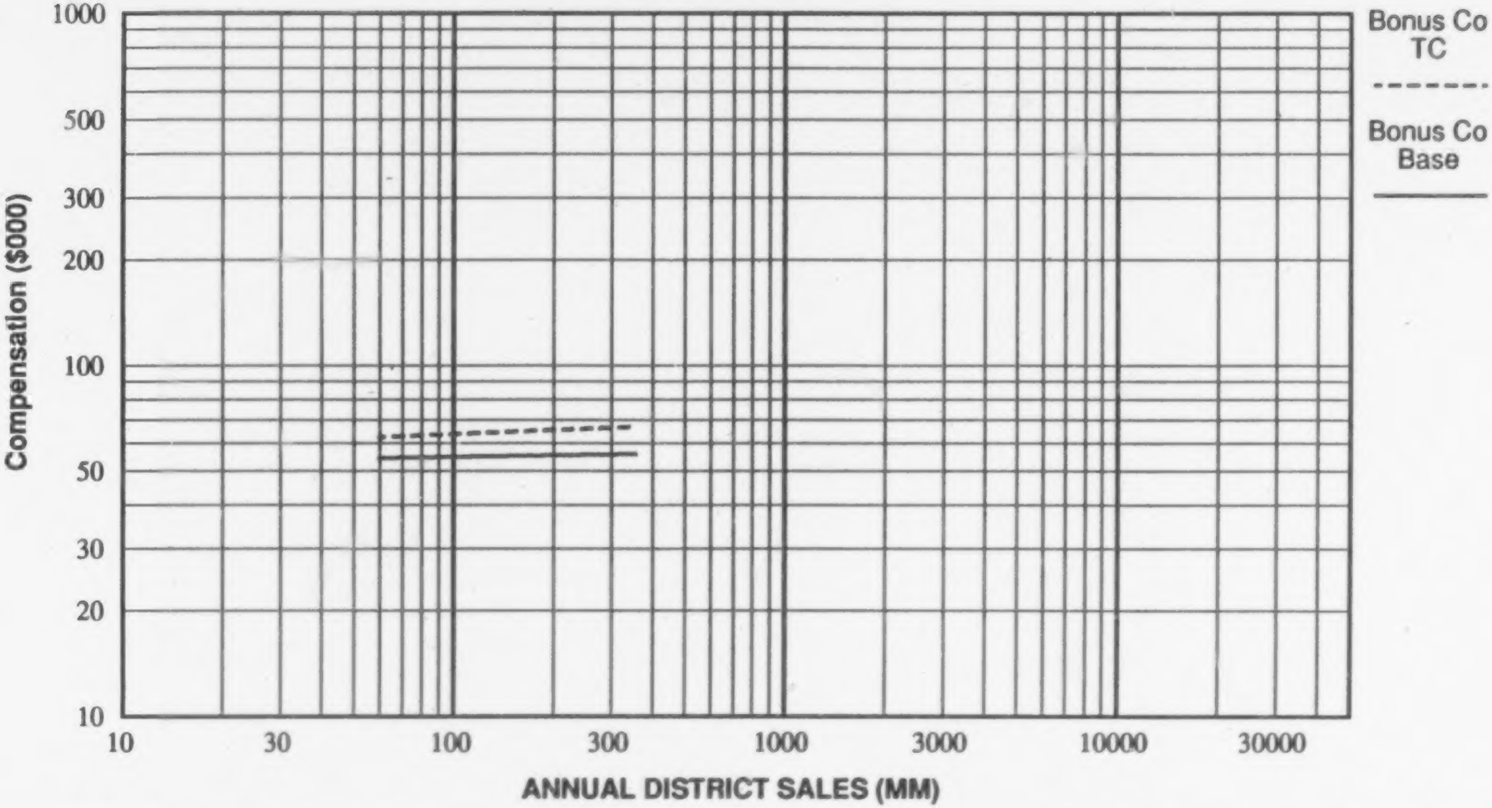
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - DISTRICT MANAGER

REGION #4 - SOUTHEAST

SCOPE ANNL DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$99.9	DIST.MANAGER	$ 67.0	$ 9.0	$ 76.0				
AND BELOW	DIST.MANAGER	60.0	0.0	60.0				
	REG. V.P./MGR.	56.2	8.8	65.0		$ 46.1	$ 56.3	$ 66.5
	EXEC. V.P.				$ 54.6			
	REG. V.P./MGR.	54.6	6.7	61.3		46.1	56.3	66.5
	VICE PRESIDENT	47.8	9.0	56.8		36.5	45.6	54.7
	EXEC. V.P.				46.2			
	C.O.O.	41.6	8.4	50.0		36.1	45.5	54.9
	EXEC. V.P.				37.7			
	EXEC. V.P.				34.6			
	NO IN POSITION: 28							
$ 79.1	WEIGHTED GROUP AVG:	$ 51.5	$ 8.4	$ 59.9	$ 42.9			
NO SCOPE	VICE PRESIDENT	$ 80.5	$ 6.0	$ 86.5				
REPORTED	C.O.O.	41.6	18.7	60.3				
	NO IN POSITION: 13							
	WEIGHTED GROUP AVG:	$ 77.5	$ 7.0	$ 84.5				
	NO IN POSITION: 76							
$ 133.2	POSITION AVERAGE:	$ 59.9	$ 10.4	$ 70.3	$ 42.9			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 46. DISTRICT MANAGER
REGION #4 - SOUTHEAST



	BonCoBase	TC	Nonbonus
Coeff. Det.	.00	.01	
Std. Error	1.21	1.22	

	BonCoBase	TC	Nonbonus
Slope	.01544	.03872	
Y-Int	1.70818	1.72658	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$400.0	$ 51.8	$ 4.2	$ 56.0		$ 30.0	$ 40.0	$ 50.0	5.5	2.0	45.0	.2	A	A
AND ABOVE	51.3	2.7	54.0		43.6	55.3	67.0			45.0			
	48.0	16.9	64.9		35.5	44.4	53.3	5.5	2.0	55.0	17.0	150	150
	47.6	34.7	82.3		46.0	48.0	50.0	5.5	2.0	50.0	20.0	B	B
	45.8	19.5	65.3		46.0	48.0	50.0	5.5	2.0	50.0	20.0	B	B
				$ 45.2				5.5	2.5	55.0	20.0	B	B
	40.8	4.0	44.8		36.2	48.0	59.8	5.0	1.5	49.5	26.0	96	96
	39.5	4.5	44.0				39.5	5.0	1.0	48.0			
NO. IN POS: 24													
$ 539.9 WT'D AVG:	$ 48.4	$ 13.4	$ 61.8	$ 45.2									
$399.9	$ 59.0	$ 9.4	$ 68.4					5.5		48.0			D
TO	46.7	7.0	53.7		$ 43.0	$ 45.7	$ 48.5	5.0	1.0	50.0		A	A
$300.0	45.1	7.5	52.6		37.1	45.4	53.7	5.0	2.0	45.0	17.0	B	D
	43.1	18.1	61.2		35.5	44.4	53.3	5.5	2.0	55.0	17.0	150	150
	42.1	20.1	62.2		41.0	43.5	46.0	5.5	2.0	50.0	20.0	B	B
	42.0	4.0	46.0		36.2	48.0	59.8	5.0	1.5	49.5	26.0	96	96
	38.9	3.1	42.0		30.0	40.0	50.0	5.5	2.0	45.0	.2	A	A
	36.5	2.5	39.0				36.5	5.0	1.0	48.0			
				$ 31.2				5.5	2.5	55.0	20.0	B	B
	25.8	3.8	29.6		25.8	32.3	38.8	5.5	3.0	60.0	24.0	110	D
NO. IN POS: 115													
$ 358.9 WT'D AVG:	$ 49.3	$ 9.0	$ 58.3	$ 31.2									

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SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$299.9	$ 45.1	$ 6.4	$ 51.5		$ 42.0	$ 44.5	$ 47.0	5.0	1.0	50.0		A	A
TO	41.2	6.0	47.2		32.3	40.4	48.5	5.5	2.0	55.0	17.0	150	150
$250.0	39.1	19.8	58.9		37.0	39.0	41.0	5.5	2.0	50.0	20.0	B	B
	37.9	4.0	41.9		36.2	48.0	59.8	5.0	1.5	49.5	26.0	96	96
				$ 36.5				5.5	2.5	55.0	20.0	B	B
	36.5	2.5	39.0				36.5	5.0	1.0	48.0			
	25.8	3.8	29.6		25.8	32.3	38.8	5.5	3.0	60.0	24.0	110	D
NO. IN POS: 49													
$ 273.2 WT'D AVG:	$ 39.5	$ 7.4	$ 46.9	$ 36.5									
$249.9	$ 42.6	$ 6.1	$ 48.7		$ 34.8	$ 42.6	$ 50.3	5.0	2.0	45.0	17.0	B	D
TO	42.1	5.9	48.0		35.0	41.2	47.5	5.0	1.0	50.0		A	A
$200.0	41.2	6.0	47.2		32.3	40.4	48.5	5.5	2.0	55.0	17.0	150	150
	40.4	30.1	70.5		37.0	39.0	41.0	5.5	2.0	50.0	20.0	B	B
	39.7	3.3	43.0		30.0	40.0	50.0	5.5	2.0	45.0	.2	A	A
	39.5	4.0	43.5		36.2	48.0	59.8	5.0	1.5	49.5	26.0	96	96
	38.2	5.7	43.9		30.2	37.8	45.3	5.0		50.0	17.0	B	B
	36.5	2.5	39.0				36.5	5.0	1.0	48.0			
				$ 31.4				5.5	2.5	55.0	20.0	B	B
	31.2	3.5	34.7		31.2	40.0	48.9	5.0					
NO. IN POS: 124													
$ 228.9 WT'D AVG:	$ 39.6	$ 6.8	$ 46.4	$ 31.4									

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SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9	$ 41.7	$ 5.0	$ 46.7		$ 32.8	$ 39.9	$ 47.0	5.0	2.0	45.0	17.0	B	D
TO	41.0	4.0	45.0		36.2	48.0	59.8	5.0	1.5	49.5	26.0	96	96
$150.0	39.3	5.1	44.4		35.0	39.5	44.0	5.0	1.0	50.0		A	A
	38.2	7.3	45.5		33.0	35.0	37.0	5.5	2.0	50.0	20.0	B	B
	36.4	4.0	40.4		29.4	36.7	44.0	5.5	2.0	55.0	17.0	150	150
	35.5	5.5	41.0		27.4	34.3	41.1	5.0		50.0	17.0	B	B
	35.0	1.5	36.5				35.0	5.0	1.0	48.0			
	34.6	1.4	36.0		29.4	36.9	44.5	5.0	3.0	50.0	26.0	B	A
				$ 30.8				5.5	2.5	55.0	20.0	B	B
	25.8	3.8	29.6		25.8	32.3	38.8	5.5	3.0	60.0	24.0	110	D
NO. IN POS: 979													
$ 156.3 WT'D AVG:	$ 35.1	$ 2.0	$ 37.1	$ 30.8									
$149.9	$ 38.7	$ 5.0	$ 43.7		$ 34.0	$ 37.8	$ 41.5	5.0	1.0	50.0		A	A
TO	38.0	4.0	42.0		36.2	48.0	59.8	5.0	1.5	49.5	26.0	96	96
$100.0	36.4	4.0	40.4		29.4	36.7	44.0	5.5	2.0	55.0	17.0	150	150
	35.9	9.0	44.9		33.0	35.0	37.0	5.5	2.0	50.0	20.0	B	B
	35.0	1.5	36.5				35.0	5.0	1.0	48.0			
	33.8	4.7	38.5		24.9	31.2	37.4	5.0		50.0	17.0	B	B
				$ 28.7				5.5	2.5	55.0	20.0	B	B
	25.8	3.8	29.6		25.8	32.3	38.8	5.5	3.0	60.0	24.0	110	D
NO. IN POS: 158													
$ 129.2 WT'D AVG:	$ 35.3	$ 4.8	$ 40.1	$ 28.7									

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SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9	$ 39.4	$ 2.7	$ 42.1		$ 28.5	$ 34.8	$ 41.1	5.0	2.0	45.0	17.0	B	D
AND BELOW	37.0	4.4	41.4		34.5	41.7	49.0	5.0	1.0	50.0		A	A
	34.5	3.6	38.1		26.7	33.4	40.1	5.5	2.0	55.0	17.0	150	150
	34.0	0.0	34.0				34.0	5.0	1.0	48.0			
	32.8	2.5	35.3		30.0	31.5	33.0	5.5	2.0	50.0	20.0	B	B
				$ 26.7				5.5	2.5	55.0	20.0	B	B
NO. IN POS: 155													
$ 84.2 WT'D AVG:	$ 35.2	$ 3.0	$ 38.2	$ 26.7									
NO SCOPE REPORTED	$ 74.0	$ 3.1	$ 77.1		$ 55.0		$ 77.4	5.0	2.0	47.0	12.0	315	315
	68.1	3.0	71.1		55.0		77.4	5.0	2.0	47.0	12.0	315	315
	63.8	2.9	66.7		55.0		77.4	5.0	2.0	47.0	12.0	315	315
	56.1	2.8	58.9		55.0		77.4	5.0	2.0	47.0	12.0	315	315
	53.2	9.3	62.5										
	36.4	16.4	52.8										
	36.0	16.2	52.2										
	32.9	6.6	39.5										
	31.2	3.1	34.3										
NO. IN POS: 260													
WT'D AVG:	$ 61.3	$ 5.5	$ 66.8										
NO. IN POS: 1864													
$ 176.1 POSITION AVG:	$ 40.4	$ 3.8	$ 44.2	$ 29.1									

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POSITION 47. STORE MANAGER
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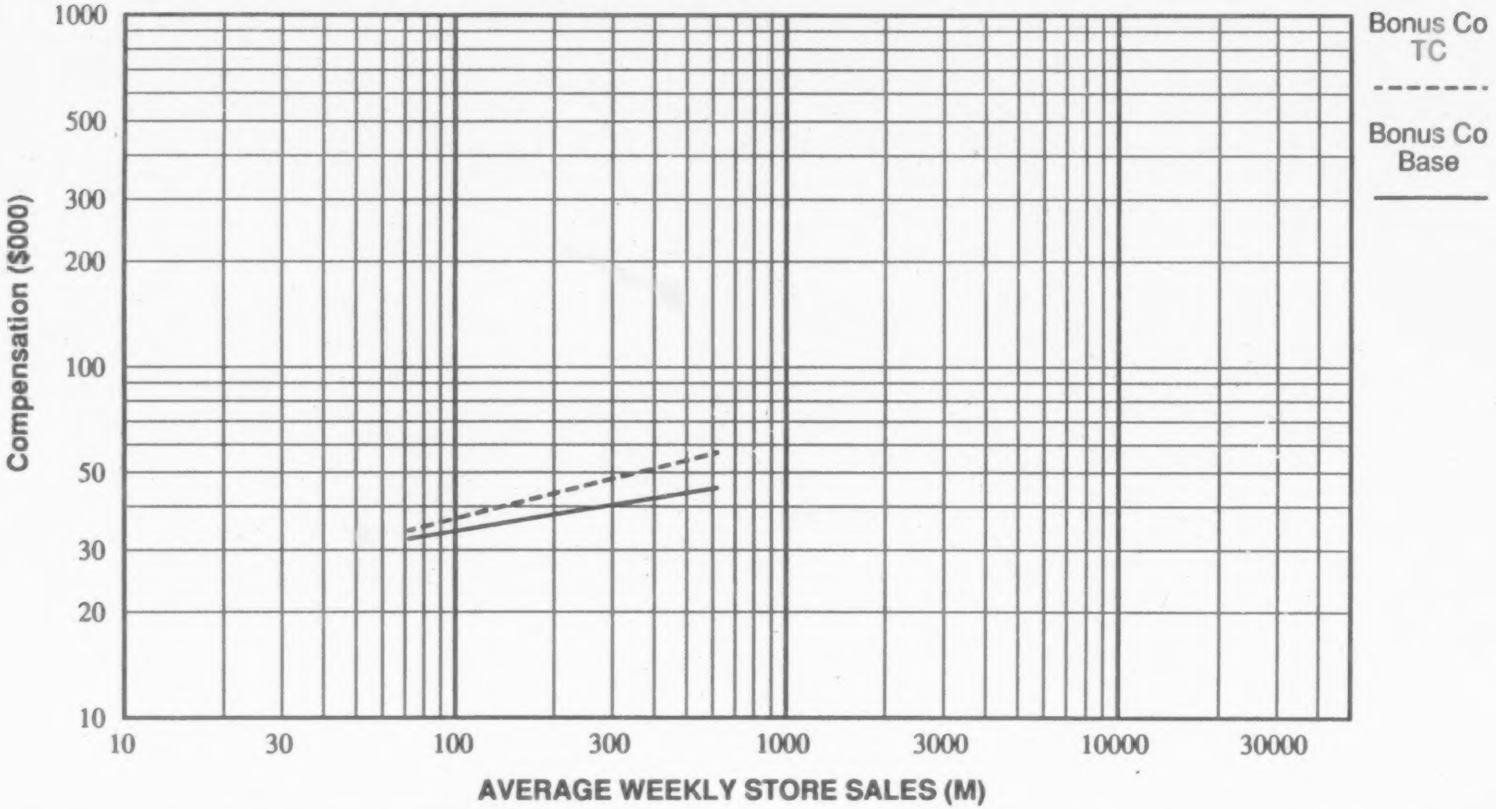

	BonCoBase	TC	Nonbonus
Coeff. Det.	.24	.29	
Std. Error	1.16	1.22	

	BonCoBase	TC	Nonbonus
Slope	.15724	.23702	
Y-Int	1.21667	1.09381	

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SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$300.0	$ 39.9	$ 5.1	$ 45.0		$ 34.9	$ 44.5	$ 54.1	5.5		45.0	2.0		
AND ABOVE	32.3	1.7	34.0		27.0	31.0	34.0	5.5	3.3	45.0	.4	A	A
				$ 31.2	25.7	33.4	41.0	5.0	1.5	49.5	26.0	80	80
	31.1	0.0	31.1		27.0	31.0	34.0	5.5	3.3	45.0	.4	A	A
	31.0	5.0	36.0		30.0	30.8	31.5	5.0	3.0	45.0	26.0	A	A
				30.6			30.6	5.0	2.0	48.0	.5		
				28.5	25.7	33.4	41.0	5.0	1.5	49.5	26.0	80	80
NO. IN POS: 21													
$ 482.7 WT'D AVG:	$ 36.0	$ 3.8	$ 39.8	$ 30.1									
$299.9	$ 31.4	$ 2.5	$ 33.9		$ 22.6	$ 28.3	$ 34.0	5.0	1.6	50.0	17.0	B	B
TO	31.0	5.0	36.0		30.0	30.8	31.5	5.0	3.0	45.0	26.0	A	A
$200.0	31.0	5.0	36.0		30.0	30.8	31.5	5.0	3.0	45.0	26.0	A	A
				$ 29.3	25.7	33.4	41.0	5.0	1.5	49.5	26.0	80	80
				29.2	25.7	33.4	41.0	5.0	1.5	49.5	26.0	80	80
				28.6			28.6	5.0	2.0	48.0	.5		
				27.3			27.3	5.0	2.0	48.0	.5		
	26.8	0.7	27.5		24.7	27.9	31.2						
				24.6				5.5	2.5	50.0	20.0	B	B
NO. IN POS: 99													
$ 236.6 WT'D AVG:	$ 31.2	$ 3.5	$ 34.7	$ 27.2									

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SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9	$ 31.4	$ 2.5	$ 33.9		$ 22.6	$ 28.3	$ 34.0	5.0	1.6	50.0	17.0	B	B
TO	31.0	5.0	36.0		30.0	30.8	31.5	5.0	3.0	45.0	26.0	A	A
$150.0				$ 29.7	25.7	33.4	41.0	5.0	1.5	49.5	26.0	80	80
	28.4	0.8	29.2		22.7	28.4	34.1	5.5	2.5	50.0	17.0	125	125
				27.4	20.8	26.0	31.2	5.0	2.0	50.0	20.0	B	B
				27.3			27.3	5.0	2.0	48.0	.5		
				22.0				5.5	2.5	50.0	20.0	B	B
	19.6	1.6	21.2		22.2	27.8	33.4	5.5	4.0	60.0	26.0	100	D
NO. IN POS: 410													
$ 174.2 WT'D AVG:	$ 27.9	$ 1.7	$ 29.6	$ 26.8									
$149.9	$ 31.4	$ 2.5	$ 33.9		$ 22.6	$ 28.3	$ 34.0	5.0	1.6	50.0	17.0	B	B
AND BELOW	31.0	5.0	36.0		30.0	30.8	31.5	5.0	3.0	45.0	26.0	A	A
	31.0	5.0	36.0		30.0	30.8	31.5	5.0	3.0	45.0	26.0	A	A
				$ 28.7	25.7	33.4	41.0	5.0	1.5	49.5	26.0	80	80
	27.8	1.1	28.9		24.7	28.6	32.5	5.0	3.0	50.0	26.0	B	A
				26.0			26.0	5.0	2.0	48.0	.5		
				26.0			26.0	5.0	2.0	48.0	.5		
				25.6	20.8	26.0	31.2	5.0	2.0	50.0	20.0	B	B
				23.3	20.8	26.0	31.2	5.0	2.0	50.0	20.0	B	B
				20.1				5.5	2.5	50.0	20.0	B	B
	19.6	1.6	21.2		22.2	27.8	33.4	5.5	4.0	60.0	26.0	100	D
	19.6	1.6	21.2		22.2	27.8	33.4	5.5	4.0	60.0	26.0	100	D
				19.2				5.5	2.5	50.0	20.0	B	B
NO. IN POS: 1099													
$ 136.3 WT'D AVG:	$ 27.7	$ 1.4	$ 29.1	$ 23.0									

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SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE	$ 45.7	$ 1.2	$ 46.9		$ 43.5		$ 48.0	5.0	2.0	47.0	2.0	315	315
REPORTED	45.7	1.2	46.9		43.5		48.0	5.0	2.0	47.0	2.0	315	315
	45.7	1.1	46.8		43.5		48.0	5.0	2.0	47.0	2.0	315	315
	45.7	1.2	46.9		43.5		48.0	5.0	2.0	47.0	2.0	315	315
	26.0	5.2	31.2										
	24.9	7.4	32.3										
	22.6	3.4	26.0										
	19.5	1.0	20.5										
NO. IN POS: 69 WT'D AVG:	$ 41.3	$ 1.6	$ 42.9										
NO. IN POS: 1698 $ 156.4 POSITION AVG:	$ 28.7	$ 1.6	$ 30.3	$ 24.5									

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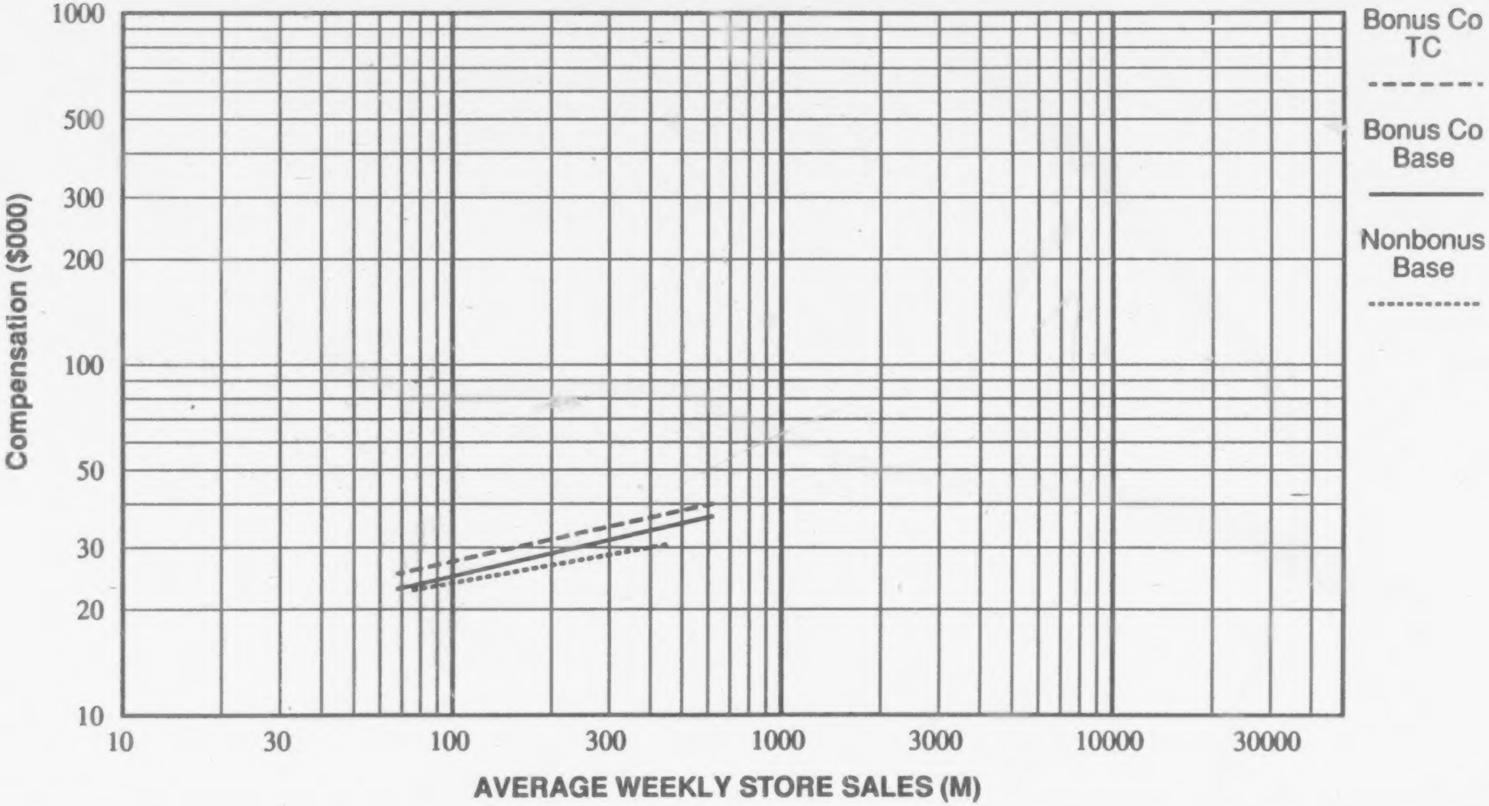

	BonCoBase	TC	Nonbonus
Coeff. Det.	.39	.30	.44
Std. Error	1.17	1.20	1.11

	BonCoBase	TC	Nonbonus
Slope	.21553	.20823	.16896
Y-Int	.96553	1.02143	1.03854

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SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER
REGION #4 - SOUTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0	$ 38.1	$ 8.7	$ 46.8		$ 35.9	$ 35.9	$ 35.9	5.0	2.0	48.0	20.0	B	B
AND ABOVE	37.5	0.0	37.5		28.4	35.5	42.6	5.5		45.0			
				$ 36.4				5.0		42.0			
	34.9	0.0	34.9		28.0	32.0	36.0	5.5	1.7	45.0	.5	A	A
	33.5	4.2	37.7		32.2	33.5	35.9	5.0	2.0	48.0	20.0	B	B
				33.0				5.0	1.5	45.0	17.0	B	B
				31.5	25.7	33.4	41.0	5.0	1.0	42.0	13.0	96	96
NO. IN POS: 40													
$ 91.4 WT'D AVG:	$ 35.7	$ 3.7	$ 39.4	$ 35.0									
$49.9				$ 35.6				5.0		42.0			
TO	$ 31.6	$ 2.5	$ 34.1		$ 30.9		$ 32.1	5.0	2.0	48.0	20.0	B	B
$35.0	31.1	1.2	32.3		20.6	25.8	30.9	5.0		50.0		B	B
	30.5	0.0	30.5		28.0	32.0	36.0	5.5	1.7	45.0	.5	A	A
	27.0	0.9	27.9		24.7	27.0	29.4	5.0	1.0	45.0		E	D
				24.2				5.0	1.5	45.0	17.0	B	B
	21.7	1.8	23.5		22.2	27.8	33.4	5.5	4.0	60.0	26.0	100	D
NO. IN POS: 225													
$ 38.3 WT'D AVG:	$ 27.9	$ 1.4	$ 29.3	$ 31.6									

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SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$34.9				$ 34.1				5.0		42.0			
TO	$ 31.1	$ 1.9	$ 33.0		$ 30.9	$ 30.9	$ 30.9	5.0	2.0	48.0	20.0	B	B
$25.0	30.8	0.0	30.8		28.0	32.0	36.0	5.5	1.7	45.0	.5	A	A
				30.1	25.7	33.4	41.0	5.0	1.0	42.0	13.0	96	96
	28.1	0.5	28.6		23.5	28.0	31.6	5.5	1.0	45.0	12.0	E	D
	28.1	0.5	28.6		20.8	24.7	28.6	5.0		45.3			
	26.8	0.9	27.7		24.7	26.6	28.3	5.0	1.0	45.0		E	D
				26.6				5.0	1.5	45.0	17.0	B	B
NO. IN POS: 280													
$ 30.7 WT'D AVG:	$ 28.2	$ 0.6	$ 28.8	$ 32.9									
$24.9				$ 33.3				5.0		42.0			
AND BELOW				30.2				5.0		42.0			
				29.6	$ 25.7	$ 33.4	$ 41.0	5.0	1.0	42.0	13.0	96	96
	$ 29.0	$ 0.6	$ 29.6		30.2	30.2	30.2	5.0	2.0	48.0	20.0	B	B
	28.7	1.2	29.9		22.9	27.6	32.2	5.0	2.0	45.0	26.0	B	E
	27.3	0.2	27.5		30.2	30.2	30.2	5.0	2.0	48.0	20.0	B	B
	26.5	0.9	27.4		24.7	26.4	28.1	5.0	1.0	45.0		E	D
	25.9	0.8	26.7		24.7	26.2	27.7	5.0	1.0	45.0		E	D
				24.7				5.0	1.5	45.0	17.0	B	B
				19.4				5.0	1.5	45.0	17.0	B	B
NO. IN POS: 935													
$ 17.9 WT'D AVG:	$ 28.5	$ 1.1	$ 29.6	$ 29.5									

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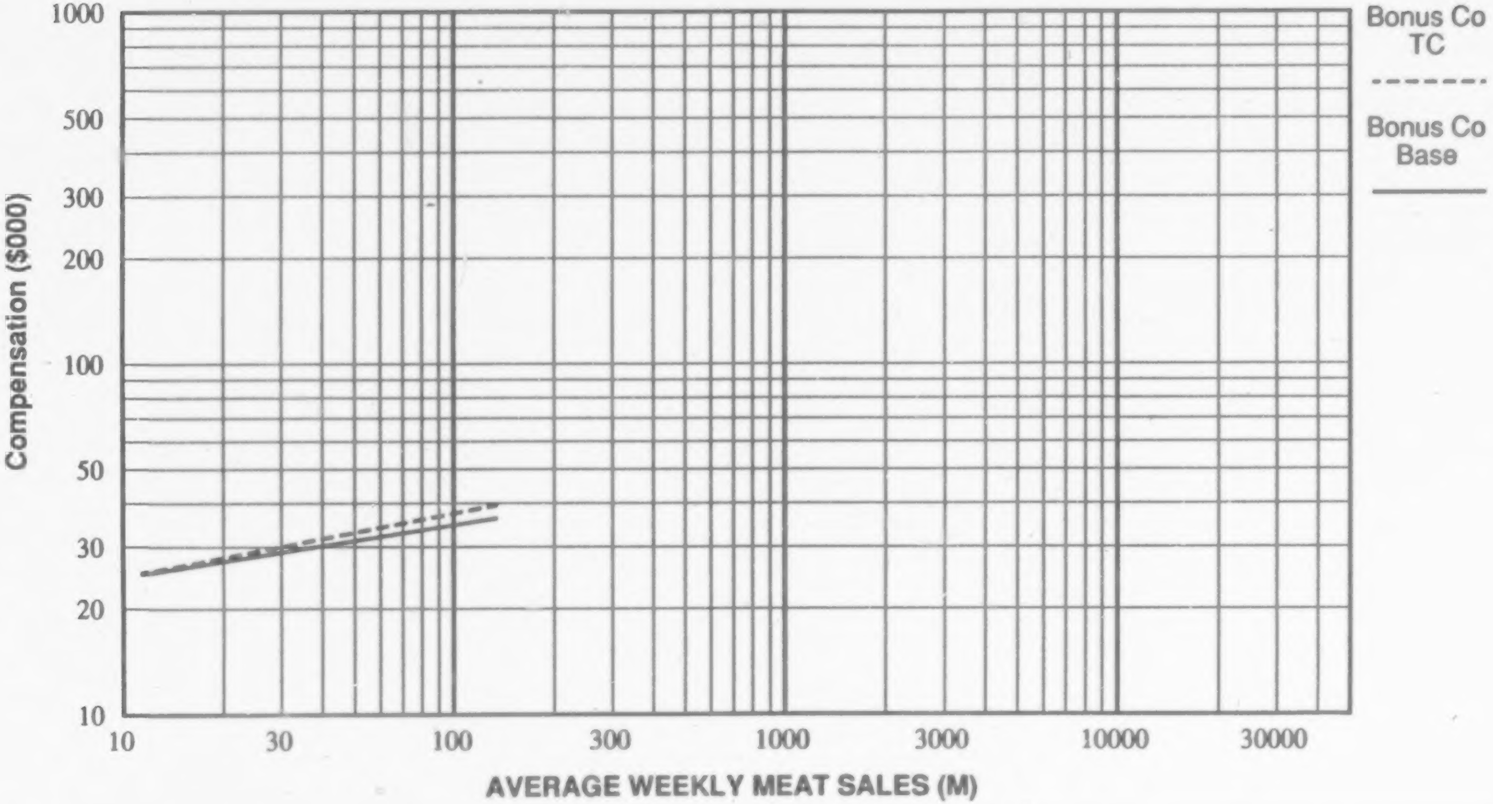
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER
REGION #4 - SOUTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
NO SCOPE	$ 31.3	$ 3.4	$ 34.7					5.0	1.0	40.0	13.0	E	E
REPORTED	28.1	9.0	37.1										
	28.1	9.0	37.1										
	27.3	4.1	31.4										
	26.0	2.6	28.6										
NO. IN POS: 165 WT'D AVG:	$ 31.0	$ 3.5	$ 34.5										
NO. IN POS: 1645 $ 25.4 POSITION AVG:	$ 28.8	$ 1.4	$ 30.2	$ 31.9									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 49. MEAT DEPARTMENT MANAGER
REGION #4 - SOUTHEAST



	BonCoBase	TC	Nonbonus
Coeff. Det.	.52	.59	
Std. Error	1.10	1.11	

	BonCoBase	TC	Nonbonus
Slope	.14724	.18067	
Y-Int	1.24488	1.21184	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

REGION #4 - SOUTHEAST

SCOPE	BONUS COMPANIES			NONBONUS	SALARY	RANGE		WORK SCHEDULE/PAY PRACTICES					
WKLY GROCERY SALES			TOTAL	COMPANIES				#	#	#	#	SUN.	HOL.
($THOU)	SALARY	BONUS	COMP	SALARY	MIN	MID	MAX	DYS.	NTS.	HRS.	SUN.	PAY	PAY
$200.0	$ 33.9	$ 0.5	$ 34.4		$ 30.8	$ 38.5	$ 46.2	5.5		45.0	2.0		
AND ABOVE				$ 22.7			22.7	5.5	2.0	45.0	1.0	125	
				22.7			22.7	5.5	2.0	45.0	1.0	125	
				20.0	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B
	19.7	0.3	20.0		17.4	20.5	23.5	5.0	5.0	42.0			D
				18.5	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B
NO. IN POS: 135													
$ 280.7 WT'D AVG:	$ 21.6	$ 0.3	$ 21.9	$ 19.5									
$199.9	$ 38.0	$ 4.7	$ 42.7					5.5		48.0			D
TO	27.0	1.0	28.0		$ 24.0	$ 28.0	$ 32.0	5.5	1.0	45.0	.8	A	A
$100.0	24.0	0.4	24.4		24.0	28.0	32.0	5.5	1.0	45.0	.8	A	A
				$ 22.7			22.7	5.5	2.0	45.0	1.0	125	
				22.7			22.7	5.5	2.0	45.0	1.0	125	
	18.6	0.3	18.9		16.0	18.8	21.6	5.0	5.0	42.0			D
				18.5	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B
				17.7	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B
NO. IN POS: 278													
$ 156.9 WT'D AVG:	$ 26.0	$ 2.0	$ 28.0	$ 20.0									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

REGION #4 - SOUTHEAST

SCOPE WKLY GROCERY SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9		$ 30.5	$ 0.6	$ 31.1		$ 24.0	$ 28.0	$ 32.0	5.5	1.0	45.0	.8	A	A
AND BELOW					$ 22.7			22.7	5.5	2.0	45.0	1.0	125	
					22.7			22.7	5.5	2.0	45.0	1.0	125	
					22.7			22.7	5.5	2.0	45.0	1.0	125	
		22.6	1.0	23.6		19.7	23.7	27.7	5.0	2.0	45.0	26.0	B	E
		21.0	1.7	22.7		22.2	27.8	33.4	5.0	3.0	60.0	26.0	100	D
					16.8	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B
					16.8	15.6	20.1	24.7	5.0	2.0	48.0	20.0	B	B
					16.2	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B
NO. IN POS: 865														
$ 64.8	WT'D AVG:	$ 22.5	$ 1.0	$ 23.5	$ 18.1									
NO SCOPE		$ 29.7	$ 3.4	$ 33.1					5.0	1.0	40.0	13.0	E	E
REPORTED		19.5	4.9	24.4										
		18.2	2.8	21.0										
		16.9	1.1	18.0										
		14.3	0.7	15.0										
NO. IN POS: 165														
	WT'D AVG:	$ 28.6	$ 3.3	$ 31.9										
NO. IN POS: 1443														
$ 107.6	POSITION AVG:	$ 23.8	$ 1.4	$ 25.2	$ 19.3									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER

REGION #4 - SOUTHEAST

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$10.0	$ 28.1	$ 0.0	$ 28.1		$ 24.5	$ 30.6	$ 36.8	5.5		45.0	1.0		
AND ABOVE	27.4	3.6	31.0		26.3		28.6	5.0	2.0	44.0	20.0	B	B
	17.5	1.2	18.7		22.0	27.8	33.4	5.0	3.0	60.0	24.0	100	D
NO. IN POS: 53													
$ 123.9 WT'D AVG:	$ 20.1	$ 1.1	$ 21.2										
$9.9	$ 22.9	$ 0.7	$ 23.6		$ 22.4	$ 24.4	$ 26.3	5.0	2.0	44.0	20.0	B	B
AND BELOW	22.9	0.9	23.8		17.4	22.6	27.7	5.0	2.0	45.0	26.0	B	E
				$ 22.4				5.0	1.0	40.0	.5	E	E
	22.3	0.5	22.8		19.4	22.9	26.3	5.5	1.0	45.0	10.0		D
				20.8			20.8	5.0		40.0			
NO. IN POS: 403													
$ 7.9 WT'D AVG:	$ 22.7	$ 0.8	$ 23.5	$ 21.0									
NO SCOPE	$ 29.7	$ 3.0	$ 32.7					5.0	1.0	40.0	13.0	E	E
REPORTED	19.5	2.0	21.5										
	18.2	4.6	22.8										
	17.3	4.3	21.6										
	14.3	1.4	15.7										
NO. IN POS: 165													
WT'D AVG:	$ 28.6	$ 3.0	$ 31.6										
NO. IN POS: 621													
$ 21.4 POSITION AVG:	$ 24.2	$ 1.5	$ 25.7	$ 21.0									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - WAREHOUSE MANAGER (W/TRANSPORTATION)
REGION #4 - SOUTHEAST

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
675.0 AND BELOW	DIV. V.P./MGR.	$ 72.2	$ 11.0	$ 83.2		$ 60.1	$ 75.1	$ 90.1
	REG. V.P./MGR.	62.3	14.0	76.3		50.8	62.2	73.5
	VICE PRESIDENT	60.2	19.1	79.3		51.3	64.1	76.9
	EXEC. V.P.	50.0	10.0	60.0				
	MANAGER	23.5	0.5	24.0		24.0	27.0	30.0
	NO IN POSITION:	7						
488.7	WEIGHTED GROUP AVG:	$ 58.9	$ 11.0	$ 69.9				
NO SCOPE REPORTED	CEO/PRESIDENT				$ 43.5			
	VICE PRESIDENT	$ 33.8	$ 5.1	$ 38.9				
	NO IN POSITION:	2						
	WEIGHTED GROUP AVG:	$ 33.8	$ 5.1	$ 38.9	$ 43.5			
	NO IN POSITION:	9						
488.7	POSITION AVERAGE:	$ 55.8	$ 10.2	$ 66.0	$ 43.5			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - WAREHOUSE MANAGER (WITHOUT TRANS.)
REGION #4 - SOUTHEAST

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
1000.0 AND BELOW	ASST. V.P./DIR	$ 51.1	$ 7.1	$ 58.2		$ 49.7	$ 55.9	$ 61.9
	EXEC. V.P.	50.0	8.0	58.0				
	MANAGER				$ 45.3			
	VICE PRESIDENT	44.3	9.3	53.6		36.1	45.6	54.9
	SENIOR V.P.				44.0			
	NO IN POSITION: 16							
682.7	WEIGHTED GROUP AVG:	$ 50.4	$ 7.4	$ 57.8	$ 45.0			
NO SCOPE REPORTED	SENIOR V.P.	$ 85.6	$ 8.5	$ 94.1		$ 56.9	$ 71.2	$ 85.4
	SENIOR V.P.	63.1	7.9	71.0				
	GROUP EXEC.	57.0	9.3	66.3		43.6	55.3	67.0
	NO IN POSITION: 4							
	WEIGHTED GROUP AVG:	$ 67.2	$ 8.4	$ 75.6				
	NO IN POSITION: 20							
682.7	POSITION AVERAGE:	$ 54.9	$ 7.6	$ 62.5	$ 45.0			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACY DIRECTOR

REGION #4 - SOUTHEAST

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$20.0	SENIOR V.P.				$ 65.0			
AND BELOW	ASST. V.P./DIR	$ 57.6	$ 17.0	$ 74.6		$ 47.9	$ 60.7	$ 73.5
	MANAGER	57.5	12.5	70.0		40.6	50.7	60.8
	ASST. V.P./DIR				50.0			
	NO IN POSITION: 4							
$ 7.9	WEIGHTED GROUP AVG:	$ 57.6	$ 14.7	$ 72.3	$ 57.5			
NO SCOPE	VICE PRESIDENT	$ 85.0	$ 52.1	$137.1		$ 62.6	$ 78.3	$ 93.9
REPORTED	EXEC. V.P.	67.0	13.4	80.4				
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:	$ 76.0	$ 32.8	$108.8				
	NO IN POSITION: 6							
$ 7.9	POSITION AVERAGE:	$ 66.8	$ 23.7	$ 90.5	$ 57.5			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 55 - PHARMACIST

REGION #4 - SOUTHEAST

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$20.0 AND BELOW	MANAGER	$ 51.2	$ 0.0	$ 51.2		$ 33.5	$ 42.0	$ 50.5
	GROUP EXEC.				$ 49.0			49.0
	GROUP EXEC.				49.0			49.0
	MANAGER	46.7	0.0	46.7		39.1	46.0	52.9
	MANAGER				44.0			
	VICE PRESIDENT	41.4	10.1	51.5		36.0	40.0	44.0
	MANAGER				39.9			
	NO IN POSITION: 60							
$ 10.5	WEIGHTED GROUP AVG:	$ 47.8	$ 0.4	$ 48.2	$ 47.1			
NO SCOPE REPORTED	DIST.MANAGER	$ 70.9	$ 8.5	$ 79.4		$ 66.8		$ 76.7
	MANAGER	41.0	2.0	43.0				
	NO IN POSITION: 153							
	WEIGHTED GROUP AVG:	$ 61.3	$ 6.4	$ 67.7				
	NO IN POSITION: 213							
$ 10.5	POSITION AVERAGE:	$ 59.5	$ 5.6	$ 65.1	$ 47.1			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 56 - ASSISTANT/STAFF PHARMACIST
REGION #4 - SOUTHEAST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$20.0					$ 46.2	$ 33.5	$ 42.0	$ 50.5
AND BELOW	GROUP EXEC.				46.0			46.0
	GROUP EXEC.				46.0			46.0
	MANAGER				44.3	36.6	43.0	49.5
	MANAGER				34.8			
	NO. IN POSITION: 57							
$ 10.5	WEIGHTED GROUP AVG:				$ 44.3			
NO SCOPE	DIST.MANAGER	$ 58.8	$ 4.7	$ 63.5		$ 55.4		$ 63.0
REPORTED	MANAGER	39.3	1.5	40.8				
	NO IN POSITION: 165							
	WEIGHTED GROUP AVG:	$ 51.6	$ 3.5	$ 55.1				
	NO IN POSITION: 222							
$ 10.5	POSITION AVERAGE:	$ 51.6	$ 3.5	$ 55.1	$ 44.3			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$275.0 AND BELOW	DIST.MANAGER	$ 61.4	$ 9.7	$ 71.1		$ 44.9	$ 56.8	$ 68.7
					$ 60.0	46.0	52.5	59.0
	VICE PRESIDENT	50.0	3.0	53.0				
	VICE PRESIDENT				47.3	34.0	43.0	52.0
	NO IN POSITION: 20							
$ 237.5	WEIGHTED GROUP AVG:	$ 60.8	$ 9.3	$ 70.1	$ 53.7			
NO SCOPE REPORTED	VICE PRESIDENT	$ 65.7	$ 16.5	$ 82.2		$ 46.8	$ 58.4	$ 70.1
	GROUP EXEC.	46.5	2.0	48.5		39.0	48.7	58.5
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 52.9	$ 6.8	$ 59.7				
	NO IN POSITION: 23							
$ 237.5	POSITION AVERAGE:	$ 59.6	$ 9.0	$ 68.6	$ 53.7			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND BELOW	VICE PRESIDENT				$ 59.5	$ 34.0	$ 43.0	$ 52.0
	DIST.MANAGER	$ 54.3	$ 5.6	$ 59.9		40.9	51.6	62.4
	C.O.O.				53.7			
	ASST. V.P./DIR	51.6	5.1	56.7		44.0	51.0	58.0
					48.7	39.0	44.5	50.0
		41.0	2.0	43.0				
	NO IN POSITION: 29							
$ 44.8	WEIGHTED GROUP AVG:	$ 53.1	$ 5.3	$ 58.4	$ 54.0			
NO SCOPE REPORTED	VICE PRESIDENT	$ 65.0	$ 15.0	$ 80.0		$ 46.8	$ 58.4	$ 70.1
	GROUP EXEC.	40.8	1.5	42.3				
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 43.0	$ 2.7	$ 45.7				
	NO IN POSITION: 40							
$ 44.8	POSITION AVERAGE:	$ 50.1	$ 4.5	$ 54.6	$ 54.0			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$40.0	DIST.MANAGER	$ 54.5	$ 5.9	$ 60.4		$ 40.9	$ 51.6	$ 62.4
AND BELOW	VICE PRESIDENT				$ 48.9	34.0	43.0	52.0
	ASST. V.P./DIR	48.9	4.5	53.4		44.0	51.0	58.0
					47.5	39.0	44.5	50.0
	C.O.O.				46.9			
		36.5	2.0	38.5				
	NO IN POSITION: 29							
$ 32.4	WEIGHTED GROUP AVG:	$ 52.3	$ 5.4	$ 57.7	$ 47.8			
NO SCOPE	VICE PRESIDENT	$ 63.8	$ 15.1	$ 78.9		$ 46.8	$ 58.4	$ 70.1
REPORTED	GROUP EXEC.	40.2	1.2	41.4				
	NO IN POSITION: 16							
	WEIGHTED GROUP AVG:	$ 41.7	$ 2.0	$ 43.7				
	NO IN POSITION: 45							
$ 32.4	POSITION AVERAGE:	$ 48.3	$ 4.1	$ 52.4	$ 47.8			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 29 - DAIRY MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DAIRY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$10.0 AND BELOW					$ 43.0	$ 39.0	$ 44.5	$ 50.0
	NO IN POSITION: 1							
$ 8.3	WEIGHTED GROUP AVG:				$ 43.0			
NO SCOPE REPORTED	VICE PRESIDENT	$ 66.3	$ 16.4	$ 82.7		$ 46.8	$ 58.4	$ 70.1
	MANAGER	33.4	0.9	34.3				
	NO IN POSITION: 4							
	WEIGHTED GROUP AVG:	$ 41.6	$ 4.8	$ 46.4				
	NO IN POSITION: 5							
$ 8.3	POSITION AVERAGE:	$ 41.6	$ 4.8	$ 46.4	$ 43.0			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$40.0	DIST.MANAGER	$ 50.0	$ 5.6	$ 55.6		$ 40.9	$ 51.6	$ 62.4
AND BELOW		42.0	2.0	44.0				
	VICE PRESIDENT				$ 36.0	34.0	43.0	52.0
	NO IN POSITION: 19							
$ 36.6	WEIGHTED GROUP AVG:	$ 49.6	$ 5.4	$ 55.0	$ 36.0			
NO SCOPE	C.O.O.				$ 45.2			
REPORTED	MANAGER	$ 38.2	$ 1.0	$ 39.2		$ 26.7	$ 33.3	$ 40.0
	NO IN POSITION: 19							
	WEIGHTED GROUP AVG:	$ 38.2	$ 1.0	$ 39.2	$ 45.2			
	NO IN POSITION: 38							
$ 36.6	POSITION AVERAGE:	$ 43.9	$ 3.2	$ 47.1	$ 40.6			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$185.0 AND BELOW	ASST. V.P./DIR	$ 49.8	$ 4.9	$ 54.7		$ 44.0	$ 51.0	$ 58.0
	VICE PRESIDENT				$ 42.4	34.0	43.0	52.0
	NO IN POSITION: 3							
$ 125.8	WEIGHTED GROUP AVG:	$ 49.8	$ 4.9	$ 54.7	$ 42.4			
NO SCOPE REPORTED	MANAGER	$ 36.1	$ 1.4	$ 37.5				
	NO IN POSITION: 6							
$ 125.8	POSITION AVERAGE:	$ 41.6	$ 2.8	$ 44.4	$ 42.4			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - SERVICE DELI MERCHANDISER
REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNL SERV DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$15.0					$ 55.0	$ 39.0	$ 44.5	$ 50.0
AND BELOW	ASST. V.P./DIR	$ 42.8	$ 4.3	$ 47.1		38.0	44.5	51.0
	C.O.O.				40.1			
		38.0	3.0	41.0				
	VICE PRESIDENT				36.0	34.0	43.0	52.0
	NO IN POSITION: 8							
$ 10.4	WEIGHTED GROUP AVG:	$ 41.8	$ 4.1	$ 45.9	$ 43.7			
NO SCOPE REPORTED	MANAGER	$ 28.7	$ 0.9	$ 29.6		$ 30.0	$ 36.2	$ 43.5
	NO IN POSITION: 11							
$ 10.4	POSITION AVERAGE:	$ 36.9	$ 2.9	$ 39.8	$ 43.7			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - BAKERY MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0	ASST. V.P./DIR	$ 72.0	$ 1.2	$ 73.2				
AND BELOW	VICE PRESIDENT				$ 52.0	$ 34.0	$ 43.0	$ 52.0
	VICE PRESIDENT	47.0	2.0	49.0				
		46.8	1.7	48.5		46.8	58.4	70.1
	ASST. V.P./DIR	39.4	4.0	43.4		38.0	44.5	51.0
	NO IN POSITION: 10							
$ 27.6	WEIGHTED GROUP AVG:	$ 44.7	$ 3.2	$ 47.9	$ 52.0			
NO SCOPE REPORTED	MANAGER	$ 27.0	$ 0.5	$ 27.5				
	NO IN POSITION: 17							
$ 27.6	POSITION AVERAGE:	$ 37.0	$ 2.0	$ 39.0	$ 52.0			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - GROCERY BUYER

REGION #5 - PACIFIC

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$350.0 AND BELOW	REG. V.P./MGR.	$ 56.8	$ 8.3	$ 65.1		$ 40.9	$ 51.6	$ 62.4
	ASST. V.P./DIR	48.5	4.9	53.4		44.0	51.0	58.0
	MANAGER				$ 46.6	42.6	53.2	66.5
	NO IN POSITION: 21							
$ 246.8	WEIGHTED GROUP AVG:	$ 55.0	$ 7.5	$ 62.5	$ 46.6			
NO SCOPE REPORTED	VICE PRESIDENT	$ 56.8	$ 9.0	$ 65.8		$ 42.5	$ 53.1	$ 63.8
	MANAGER	38.6	0.9	39.5		31.1	38.9	46.7
	NO IN POSITION: 14							
	WEIGHTED GROUP AVG:	$ 49.0	$ 5.5	$ 54.5				
	NO IN POSITION: 35							
$ 246.8	POSITION AVERAGE:	$ 52.4	$ 6.6	$ 59.0	$ 46.6			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - MEAT BUYER

REGION #5 - PACIFIC

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$200.0 AND BELOW	REG. V.P./MGR.	$ 54.4	$ 7.0	$ 61.4		$ 40.9	$ 51.6	$ 62.4
	MANAGER				$ 53.3	42.6	53.3	66.5
	ASST. V.P./DIR	50.3	5.0	55.3		44.0	51.0	58.0
	NO IN POSITION: 10							
$ 106.4	WEIGHTED GROUP AVG:	$ 53.5	$ 6.5	$ 60.0	$ 53.3			
NO SCOPE REPORTED	VICE PRESIDENT	$ 52.6	$ 5.2	$ 57.8		$ 42.5	$ 53.1	$ 63.8
	MANAGER	40.0	0.9	40.9		31.7	39.6	47.6
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 45.0	$ 2.7	$ 47.7				
	NO IN POSITION: 15							
$ 106.4	POSITION AVERAGE:	$ 50.5	$ 5.1	$ 55.6	$ 53.3			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - PRODUCE BUYER

REGION #5 - PACIFIC

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$80.0	ASST. V.P./DIR	$ 52.0	$ 5.2	$ 57.2		$ 44.0	$ 51.0	$ 58.0
AND BELOW	REG. V.P./MGR.	50.3	7.1	57.4		40.9	51.6	62.4
	MANAGER				$ 50.3	42.6	53.3	66.5
	MANAGER				32.5			
	NO IN POSITION: 13							
$ 49.7	WEIGHTED GROUP AVG:	$ 50.6	$ 6.8	$ 57.4	$ 44.4			
NO SCOPE REPORTED	VICE PRESIDENT	$ 55.2	$ 8.2	$ 63.4		$ 42.5	$ 53.1	$ 63.8
	MANAGER	36.5	0.9	37.4		31.7	39.6	47.6
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$ 50.5	$ 6.4	$ 56.9				
	NO IN POSITION: 21							
$ 49.7	POSITION AVERAGE:	$ 50.6	$ 6.6	$ 57.2	$ 44.4			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - FROZEN FOODS BUYER

REGION #5 - PACIFIC

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$135.0 AND BELOW	ASST. V.P./DIR	$ 55.0	$ 5.5	$ 60.5		$ 44.0	$ 51.0	$ 58.0
	NO IN POSITION: 1							
$ 134.4	WEIGHTED GROUP AVG:	$ 55.0	$ 5.5	$ 60.5				
NO SCOPE REPORTED	VICE PRESIDENT	$ 66.3	$ 17.0	$ 83.3		$ 42.5	$ 53.1	$ 63.8
	MANAGER	37.0	0.9	37.9		30.2	37.7	45.3
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:	$ 51.7	$ 8.9	$ 60.6				
	NO IN POSITION: 3							
$ 134.4	POSITION AVERAGE:	$ 52.8	$ 7.8	$ 60.6				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - NONFOOD BUYER

REGION #5 - PACIFIC

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0 AND BELOW	REG. V.P./MGR.	$ 59.2	$ 8.5	$ 67.7		$ 40.9	$ 51.6	$ 62.4
	ASST. V.P./DIR	43.4	4.3	47.7		44.0	51.0	58.0
	NO IN POSITION: 13							
$ 58.0	WEIGHTED GROUP AVG:	$ 54.3	$ 7.2	$ 61.5				
NO SCOPE REPORTED	VICE PRESIDENT	$ 52.5	$ 9.2	$ 61.7		$ 42.5	$ 53.1	$ 63.8
	MANAGER	36.7	0.8	37.5		34.3	42.9	51.7
	NO IN POSITION: 15							
	WEIGHTED GROUP AVG:	$ 44.1	$ 4.7	$ 48.8				
	NO IN POSITION: 28							
$ 58.0	POSITION AVERAGE:	$ 48.8	$ 5.9	$ 54.7				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - DISTRICT MANAGER

REGION #5 - PACIFIC

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANNL DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$410.0 AND BELOW	GROUP EXEC.	$ 83.6	$ 16.7	$100.3		$ 69.0	83.6	$100.0
	GROUP EXEC.	83.3	16.7	100.0		69.0	83.3	100.0
	VICE PRESIDENT	76.8	25.4	102.2		56.6	70.7	84.9
	VICE PRESIDENT	76.8	27.2	104.0		56.6	70.7	84.9
	CEO/PRESIDENT	73.8	14.8	88.6		57.9	72.0	86.1
	DIV. V.P./MGR.	73.5	14.7	88.2		54.1	68.7	83.3
	DIV. V.P./MGR.	72.1	9.9	82.0		56.3	70.4	88.0
	VICE PRESIDENT	71.4	23.0	94.4		51.4	64.3	77.1
	VICE PRESIDENT	71.1	23.7	94.8		51.4	64.3	77.1
	C.O.O.				$ 70.5	60.0	67.5	75.0
	NO IN POSITION: 73							
$ 252.0	WEIGHTED GROUP AVG:	$ 74.9	$ 16.9	$ 91.8	$ 70.5			
NO SCOPE REPORTED	EXEC. V.P.	$ 66.5	$ 2.2	$ 68.7				
	EXEC. V.P.	66.5	2.2	68.7				
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 66.5	$ 2.2	$ 68.7				
	NO IN POSITION: 83							
$ 252.0	POSITION AVERAGE:	$ 73.9	$ 15.1	$ 89.0	$ 70.5			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$400.0 AND ABOVE	$ 64.4	$ 6.4	$ 70.8		$ 58.0	$ 67.0	$ 76.0	5.0	1.0	55.0	.2		
	59.6	6.0	65.6		58.0	67.0	76.0	5.0	1.0	55.0	.2		
	58.8	16.2	75.0										
	56.7	0.0	56.7		56.7	56.7	56.7	5.3		44.0			
	56.5	12.9	69.4										
	54.0	6.0	60.0		43.5	51.0	54.0	5.0					
	53.3	17.6	70.9					5.5		48.0			D
	52.5	23.9	76.4		42.0	47.6	53.3			44.0	.2	D	D
	51.0	5.0	56.0		43.5	51.0	54.0	5.0					
	50.7	28.4	79.1		42.0	47.6	53.3	5.3		44.0	.2	D	D
	47.0	17.2	64.2		54.0	64.0	74.0	5.5		47.0			
NO. IN POS: 183													
$ 490.6 WT'D AVG:	$ 57.7	$ 10.0	$ 67.7										
$399.9 TO $250.0	$ 58.2	$ 5.8	$ 64.0		$ 49.0	$ 58.0	$ 67.0	5.0	1.0	55.0	.2		
	56.7	5.7	62.4		49.0	58.0	67.0	5.0	1.0	55.0	.2		
	55.1	0.0	55.1		55.1	55.1	55.1	5.3		44.0			
	54.0	11.6	65.6										
	52.9	9.5	62.4										
	52.5	24.7	77.2					5.5		48.0			D
	51.0	5.0	56.0		43.5	51.0	54.0	5.0					
	50.2	9.3	59.5		42.0	47.6	53.3	5.3		44.0	.2	D	D
	50.0	5.0	55.0		43.5	51.0	54.0	5.0					
	47.0	21.5	68.5		54.0	60.0	66.0	5.5		44.0			
	46.2	11.5	57.7		45.1	47.9	50.6	6.0		48.0			
NO. IN POS: 366													
$ 297.9 WT'D AVG:	$ 53.9	$ 14.6	$ 68.5										

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$249.9	$ 56.4	$ 5.6	$ 62.0		$ 49.0	$ 58.0	$ 67.0	5.0	1.0	55.0	.2		
TO	51.9	8.7	60.6										
$200.0	50.7	30.9	81.6					5.5		48.0			D
	48.1	2.5	50.6		42.0	47.6	53.3	5.3		44.0	.2	D	D
	47.0	20.1	67.1		54.0	60.0	66.0	5.5		44.0			
	46.4	4.6	51.0		38.0	44.0	50.0	5.5	2.0	44.0		B	C
	46.4	8.1	54.5		43.0	45.6	48.2	6.0		48.0			
	43.5	4.0	47.5		43.5	51.0	54.0	5.0					
NO. IN POS: 170													
$ 229.6 WT'D AVG:	$ 51.4	$ 19.0	$ 70.4										
$199.9	$ 55.5	$ 5.5	$ 61.0		$ 49.0	$ 58.0	$ 67.0	5.0	1.0	55.0	.2		
AND BELOW	54.1	6.1	60.2										
	53.5	0.0	53.5		53.5	53.5	53.5	5.3		44.0			
	51.7	8.4	60.1										
	51.2	9.0	60.2										
	47.0	12.4	59.4		54.0	58.5	63.0	5.5		44.0			
	47.0	14.2	61.2		54.0	58.5	63.0	5.5		44.0			
	47.0	17.8	64.8		54.0	60.0	66.0	5.5		44.0			
	42.0	5.5	47.5		42.0	47.6	53.3	5.3		44.0	.2	D	D
NO. IN POS: 70													
$ 153.1 WT'D AVG:	$ 51.2	$ 8.8	$ 60.0										

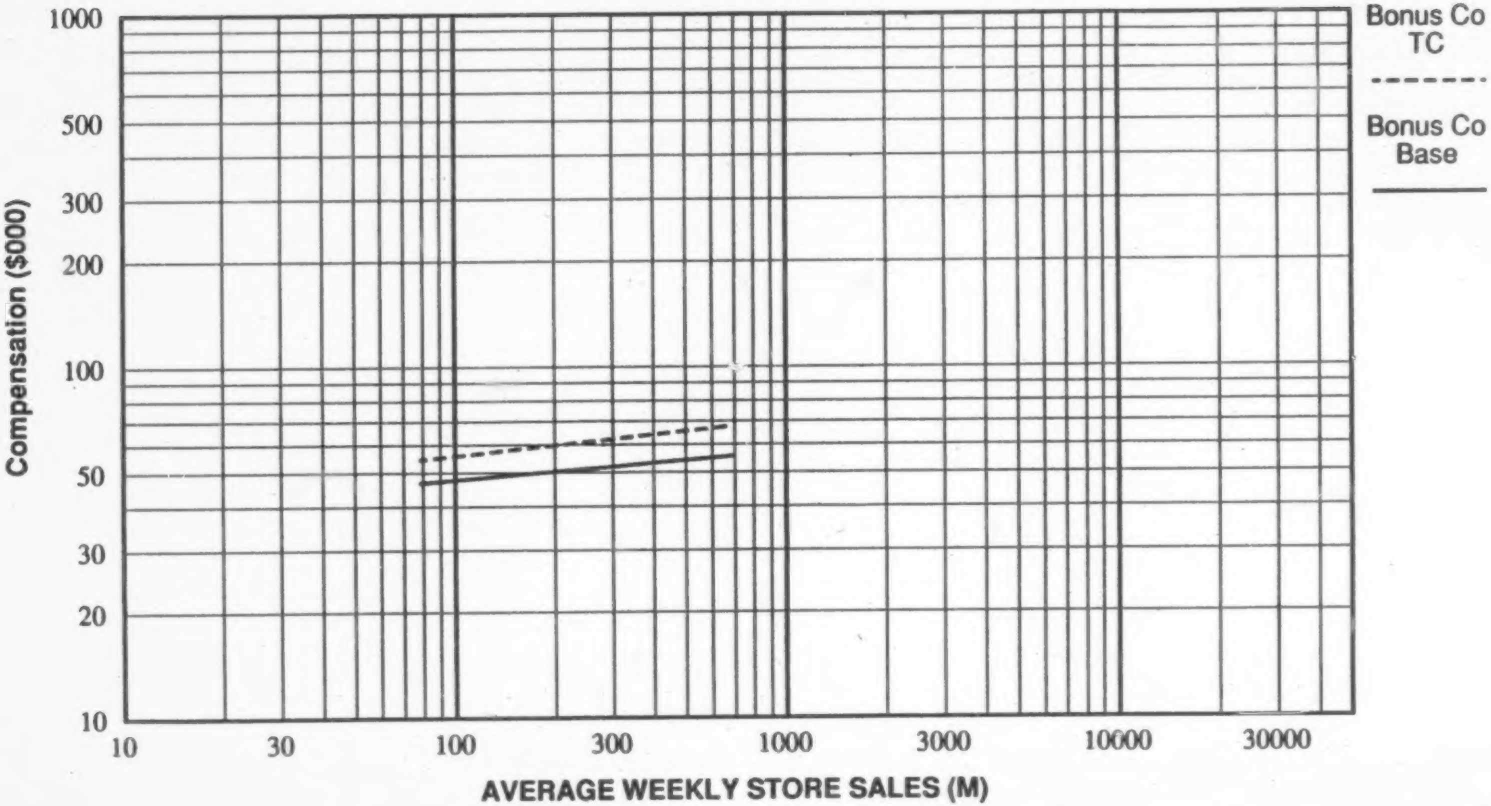
FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
NO SCOPE REPORTED	$ 51.7	$ 9.9	$ 61.6		$ 40.9	$ 51.6	$ 62.4	5.0		45.0			
	50.4	9.5	59.9		40.9	51.6	62.4	5.0		45.0			
	48.7	7.7	56.4		40.9	51.6	62.4	5.0		45.0			
	48.0	7.2	55.2		40.9	51.6	62.4	5.0		45.0			
	48.0	7.5	55.5		40.9	51.6	62.4	5.0		45.0			
	47.2	5.9	53.1		40.9	51.6	62.4	5.0		45.0			
	47.0	6.1	53.1		40.9	51.6	62.4	5.0		45.0			
NO. IN POS: 397 WT'D AVG:	$ 48.7	$ 7.7	$ 56.4										
NO. IN POS: 1186 $ 315.0 POSITION AVG:	$ 52.2	$ 11.9	$ 64.1										

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY

POSITION 47. STORE MANAGER
REGION #5 - PACIFIC



	BonCoBase	TC	Nonbonus
Coeff. Det.	.19	.15	
Std. Error	1.09	1.13	

	BonCoBase	TC	Nonbonus
Slope	.07926	.10091	
Y-Int	1.51858	1.54460	

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$400.0				$ 48.3	$ 44.0	$ 51.0	$ 58.0	6.0	1.0	56.0	.5		
AND ABOVE				47.3	44.0	51.0	58.0	6.0	1.0	56.0	.5		
	$ 47.3	$ 0.6	$ 47.9		47.3	47.3	47.3	5.3		44.0		0	0
				39.8	35.0	38.5	42.0	5.3	1.0	44.0	.3	D	D
				39.7	35.0	38.5	42.0	5.3	1.0	44.0	.3	D	D
	37.0	4.2	41.2		38.5	41.5	44.5	5.0		40.0			
	31.2	1.0	32.2					5.0				E	F
	31.2	1.0	32.2					5.0				E	F
NO. IN POS: 103													
$ 472.0 WT'D AVG:	$ 44.1	$ 0.8	$ 44.9	$ 47.0									
$399.9				$ 46.8	$ 44.0	$ 51.0	$ 58.0	6.0	1.0	56.0	.5		
TO				46.7	44.0	51.0	58.0	6.0	1.0	56.0	.5		
$250.0	$ 46.3	$ 0.6	$ 46.9		46.3	46.3	46.3	5.3		44.0		0	0
	37.0	5.8	42.8		38.5	41.5	44.5	5.0		40.0			
				36.5	35.0	38.5	42.0	5.3	1.0	44.0	.3	D	D
	31.2	1.0	32.2					5.0				E	F
	31.2	1.0	32.2					5.0				E	F
NO. IN POS: 98													
$ 314.4 WT'D AVG:	$ 42.5	$ 1.1	$ 43.6	$ 46.5									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$249.9 AND BELOW				$ 46.6	$ 44.0	$ 51.0	$ 58.0	6.0	1.0	56.0	.5		
				45.4	44.0	51.0	58.0	6.0	1.0	56.0	.5		
	$ 45.2	$ 0.5	$ 45.7		45.2	45.2	45.2	5.3		44.0		0	0
				42.0	35.0	40.0	45.0	5.5	3.0	44.0	52.0	B	C
				39.0	35.0	38.5	42.0	5.3	1.0	44.0	.3	D	D
	37.0	4.2	41.2		38.5	-41.5	44.5	5.0		40.0			
	37.0	4.7	41.7		38.5	41.5	44.5	5.0		40.0			
	37.0	3.3	40.3		38.5	41.5	44.5	5.0		40.0			
				35.8	35.0	38.5	42.0	5.3	1.0	44.0	.3	D	D
	31.2	1.0	32.2					5.0				E	F
NO. IN POS: 48													
$ 211.2 WT'D AVG:	$ 38.3	$ 3.2	$ 41.5	$ 45.0									
NO SCOPE REPORTED	$ 91.7	$ 1.3	$ 93.0										
	42.1	2.6	44.7		$ 33.9	$ 42.7	$ 51.4	5.5	2.0	44.0	49.0	B	B
	42.1	2.8	44.9		33.9	42.7	51.4	5.5	2.0	44.0	49.0	B	B
	41.9	2.1	44.0		33.9	42.7	51.4	5.5	2.0	44.0	49.0	B	B
	41.7	2.3	44.0		33.9	42.7	51.4	5.5	2.0	44.0	49.0	B	B
	41.6	1.8	43.4		33.9	42.7	51.4	5.5	2.0	44.0	49.0	B	B
	41.5	1.7	43.2		33.9	42.7	51.4	5.5	2.0	44.0	49.0	B	B
	41.3	2.0	43.3		33.9	42.7	51.4	5.5	2.0	44.0	49.0	B	B
NO. IN POS: 713													
WT'D AVG:	$ 64.9	$ 1.8	$ 66.7										
NO. IN POS: 962													
$ 359.7 POSITION AVG:	$ 62.7	$ 1.7	$ 64.4	$ 46.4									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER
REGION #5 - PACIFIC

SCOPE AVG WKLY MEAT SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$35.0					$ 41.0									
AND ABOVE					36.0	$ 34.3	$ 36.6	$ 38.9	5.0	1.0	40.0			E
					35.8	35.4	35.8	36.4	5.0	1.0	40.0			E
					33.3	32.8	33.3	33.8	5.0	1.0	40.0			E
		$ 33.3	$ 0.5	$ 33.8					5.0					F
		33.3	0.5	33.8					5.0					F
		30.1	1.8	31.9		30.1	31.5	32.8	5.5		44.0		E	E
		30.1	2.3	32.4		30.1	31.5	32.8	5.5		44.0		E	E
NO. IN POS: 35														
$ 65.1	WT'D AVG:	$ 32.9	$ 0.7	$ 33.6	$ 38.2									
$34.9					$ 41.0									
AND BELOW					41.0									
					41.0									
		$ 34.6	$ 3.4	$ 38.0		$ 29.0	$ 31.2	$ 33.3	5.5		44.0		E	E
					33.8	27.3	31.7	36.4	5.5	2.0	44.0		B	C
		30.1	0.6	30.7		30.1	31.5	32.8	5.5		44.0	.3	E	E
		30.1	1.0	31.1		30.1	31.5	32.8	5.5		44.0		E	E
		30.1	1.6	31.7		30.1	31.5	32.8	5.5		44.0	.1	E	E
NO. IN POS: 66														
$ 21.2	WT'D AVG:	$ 31.4	$ 1.7	$ 33.1	$ 40.0									
NO SCOPE REPORTED		$ 33.1	$ 0.5	$ 33.6										
NO. IN POS: 304	WT'D													
NO. IN POS: 405														
$ 36.4	POSITION AVG:	$ 33.0	$ 0.6	$ 33.6	$ 39.5									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

REGION #5 - PACIFIC

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY*	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$150.0	$ 42.6	$ 5.6	$ 48.2					5.5		48.0			D
AND ABOVE	42.1	5.9	48.0					5.5		48.0			D
				$ 39.7	$ 38.0	$ 39.6	$ 41.1	5.3	1.0	44.0	.3	D	D
				39.6									
				39.6									
				37.6	35.9	37.9	39.8	5.3	1.0	44.0	.3	D	D
	30.2	1.0	31.2					5.0					F
	30.2	1.0	31.2					5.0					F
NO. IN POS: 181													
$ 176.4 WT'D AVG:	$ 41.5	$ 5.3	$ 46.8	$ 39.4									
$149.9				$ 39.6									
AND BELOW				39.6									
				39.6									
	$ 39.1	$ 5.0	$ 44.1		$ 34.6	$ 37.3	$ 40.0	5.5	1.0	44.0			
	38.3	10.7	49.0					5.5		48.0			D
	37.9	5.2	43.1		34.6	37.3	40.0	5.5	1.0	44.0			
				37.6	35.9	38.3	40.1	5.3	1.0	44.0	.3	D	D
				32.0	25.5	29.6	34.0	5.5	2.0	44.0		B	C
	30.2	1.0	31.2					5.0					F
NO. IN POS: 152													
$ 127.3 WT'D AVG:	$ 38.2	$ 10.3	$ 48.5	$ 38.0									
NO SCOPE REPORTED	$ 30.5	$ 0.5	$ 31.0										
NO. IN POS: 806 WT'D													
NO. IN POS: 1139													
$ 154.0 POSITION AVG:	$ 32.9	$ 2.2	$ 35.1	$ 38.7									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER

REGION #5 - PACIFIC

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$55.0 AND BELOW				$ 32.1	$ 24.1	$ 28.1	$ 32.1	5.5	2.0	44.0		B	C
	$ 29.7	$ 0.5	$ 30.2					5.0					F
	29.7	0.5	30.2					5.0					F
	29.7	0.5	30.2					5.0					F
				29.5	29.5	29.5	29.5	5.0	1.0	40.0		D	D
				28.0	27.3	28.0	28.6	5.0	1.0	40.0		D	D
				27.7	27.7	27.7	27.7	5.0	1.0	40.0		D	D
				25.5	23.9	26.3	28.6	5.0	1.0	40.0		D	D
				25.3	25.3	25.3	25.3	5.0	1.0	40.0		D	D
	22.5	0.9	23.4		17.7	21.7	25.7	5.0		40.0			
	18.9	1.6	20.5		15.3	18.7	22.1	5.5		44.0			
NO. IN POS: 47 $ 17.3 WT'D AVG:	$ 25.0	$ 0.9	$ 25.9	$ 29.0									
NO SCOPE REPORTED NO. IN POS: 58 WT'D	$ 21.2	$ 0.5	$ 21.7										
NO. IN POS: 105 $ 17.3 POSITION AVG:	$ 22.5	$ 0.6	$ 23.1	$ 29.0									

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - WAREHOUSE MANAGER (W/TRANSPORTATION)
REGION #5 - PACIFIC

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
625.0 AND BELOW	GROUP EXEC.	$ 80.7	$ 8.7	$ 89.4		$ 64.8	$ 81.0	$101.2
	C.O.O.	62.0	11.5	73.5				
	ASST. V.P./DIR	59.0	3.8	62.8				
					$ 39.5	32.0	36.5	41.0
	NO IN POSITION:	6						
358.7	WEIGHTED GROUP AVG:	$ 72.6	$ 8.3	$ 80.9	$ 39.5			
NO SCOPE REPORTED	VICE PRESIDENT	$ 79.3	$ 7.9	$ 87.2		$ 69.0	$ 78.0	$ 87.0
	NO IN POSITION:	9						
358.7	POSITION AVERAGE:	$ 75.1	$ 8.2	$ 83.3	$ 39.5			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - WAREHOUSE MANAGER (WITHOUT TRANS.)
REGION #5 - PACIFIC

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
625.0	VICE PRESIDENT	$ 63.7	$ 5.5	$ 69.2		$ 46.8	$ 58.4	$ 70.1
AND BELOW	VICE PRESIDENT	56.6	4.0	60.6		46.8	58.4	70.1
	C.O.O.	53.0	9.8	62.8				
	C.O.O.	52.4	9.3	61.7				
	C.O.O.	51.0	6.1	57.1				
	C.O.O.	49.5	5.9	55.4				
	C.O.O.	45.0	5.4	50.4				
	C.O.O.	41.6	3.0	44.6				
	NO IN POSITION: 8							
284.3	WEIGHTED GROUP AVG:	$ 51.6	$ 6.1	$ 57.7				
	NO IN POSITION: 8							
284.3	POSITION AVERAGE:	$ 51.6	$ 6.1	$ 57.7				

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 55 - PHARMACIST

REGION #5 - PACIFIC

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$30.0 AND BELOW	MANAGER				$ 56.1			
	MANAGER				47.3	$ 45.2	$ 48.6	$ 52.0
	MANAGER				46.8	46.8	46.8	46.8
	CEO/PRESIDENT	$ 41.6	$ 3.7	$ 45.3		41.6	44.9	48.2
	NO IN POSITION: 18							
$ 6.5	WEIGHTED GROUP AVG:	$ 41.6	$ 3.7	$ 45.3	$ 52.8			
NO SCOPE REPORTED	DIST.MANAGER	$ 62.3	$ 0.0	$ 62.3				
	DIST.MANAGER	61.5	0.9	62.4				
	DIST.MANAGER	60.7	0.9	61.6				
	DIST.MANAGER	58.4	0.0	58.4				
	DIST.MANAGER	58.4	0.3	58.7				
	MANAGER				$ 57.7			
	NO IN POSITION: 216							
	WEIGHTED GROUP AVG:	$ 60.7	$ 0.9	$ 61.6	$ 57.7			
	NO IN POSITION: 234							
$ 6.5	POSITION AVERAGE:	$ 60.4	$ 0.9	$ 61.3	$ 57.0			

FOOD MARKETING INSTITUTE
1990-1991 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 56 - ASSISTANT/STAFF PHARMACIST
REGION #5 - PACIFIC

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$10.0 AND BELOW	MANAGER				$ 44.2	$ 40.6	$ 42.4	$ 44.2
	MANAGER				43.0	40.6	42.4	44.2
	MANAGER				39.5	41.6	41.6	41.6
	NO IN POSITION: 15							
$ 2.9	WEIGHTED GROUP AVG:				$ 43.0			
NO SCOPE REPORTED	MANAGER				$ 56.7			
	MANAGER	$ 52.0	$ 0.1	$ 52.1				
	MANAGER	50.0	0.0	50.0				
	MANAGER	50.0	0.4	50.4				
	MANAGER	38.0	9.8	47.8				
	NO IN POSITION: 234							
	WEIGHTED GROUP AVG:	$ 39.1	$ 8.9	$ 48.0	$ 56.7			
	NO IN POSITION: 249							
$ 2.9	POSITION AVERAGE:	$ 39.1	$ 8.9	$ 48.0	$ 55.7			

APPENDIX: SURVEY POSITION DESCRIPTIONS

SURVEY POSITION DESCRIPTIONS

SURVEY POSITION 1: CHIEF EXECUTIVE OFFICER

Accountable, under the direction of the Board of Directors, for the management of the company's total business performance. Provides overall leadership and direction to the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews the operational and financial progress of the company and divisions to assure achievement of goals and objectives. Provides general direction to merchandising, store operations, and staff activities. Makes decisions of major importance on matters where the interest or objective of more than one operating unit is involved. Assures that efficient organizational practices, including adequate manpower forecasting and planning, are followed throughout the company. Assures capable management succession by proper recruitment and development. Conducts corporate strategic planning that assures targets are determined for continued growth and profitability. Reviews and effectively recommends to the Board salaries, appointments, retirements, etc., for officers. Responsible for establishing and maintaining relations with stockholders, the financial community, government agencies, suppliers, and customers.

SURVEY POSITION 2: CHIEF OPERATING OFFICER

Provides overall direction and control to achieve the volume and operating profit goals of the company profit centers. Makes recommendations to the Chief Executive Officer on company policies, objectives, and plans. Oversees the management of all company retail store operations, company-wide merchandising and procurement, manufacturing, distribution, and wholesale operations. Responsible for the attainment of projected sales, gross profit margins, expense control, and operating profit.

SURVEY POSITION 3: CHIEF FINANCIAL OFFICER

Develops and implements policies, plans, and programs necessary for the effective management of the company's financial affairs. Directs the treasury, accounting, financial planning, and insurance functions for the corporation. Initiates and coordinates necessary and appropriate accounting policies and procedures for all business units. Maintains corporate funds and cash management program. Directs preparation of all corporate financial reports and budgets. Provides financial counsel to the Chief Executive Officer on major business decisions.

SURVEY POSITION 4: TOP OPERATING COMPANY EXECUTIVE

Accountable to a corporate Chief Executive Officer or group executive for the management of an autonomous operating company's or subsidiary's total business performance. Provides overall leadership and direction to the development of operating policies and objectives. Reviews the operational and financial progress of the company to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Assures efficient organization practices, including management recruiting, employment and development. Prepares and recommends to corporate management strategic plans and objectives for continued growth, profitability, and capital investments.

SURVEY POSITION 5: TOP LEGAL EXECUTIVE

Provides legal counsel and guidance in ordinary and special activities of the corporation to insure maximum protection of corporate legal rights. Assures Chief Executive Officer that corporate and divisional businesses operate within the limits of prescribed law. Directs defense and/or prosecution in suits or claims involving the corporation, subsidiaries, operating companies or divisions. Supervises the preparation of legal forms, reports, statements, etc., related to federal and state filings and regulations.

SURVEY POSITION 6: CONTROLLER

Directs the corporate or operating company accounting function. Recommends accounting policies and procedures. Oversees the preparation and interpretation of accounting reports, forecasts, budgets, expenses, and operating results. Consolidates financial data in period (i.e., monthly, quarterly, etc.) reports on operations. Develops and maintains financial procedures covering the company's inventories. Works with the company's independent auditors on annual financial audit. Prepares annual financial statements for corporate management review. Typically, this position reports to the Chief Financial Officer. (If Controller is Chief Financial Officer, report data under Survey Position 3.)

SURVEY POSITION 7: TOP AUDIT EXECUTIVE

Responsible for the verification of internal accounting, statistical and general corporate records. Determines the reliability and effectiveness of financial management control systems and implements new systems to assure compliance with corporate accounting systems, procedures and methods. Responsible for legal compliance and the detection and prevention of fraud. May be the company representative to outside agencies, if necessary.

SURVEY POSITION 8: TOP MIS EXECUTIVE

Directs the MIS function of the corporation or operating company. Analyzes management needs regarding information retrieval, data control and expanded use of computer and data processing equipment in company operations. Provides advice and counsel to management concerning the application of computer techniques to business requirements. Evaluates and oversees divisional/regional data processing operations. Recommends the location, type, size and equipment for data processing installations in divisional/regional organizations. Audits EDP systems and operations within divisional organizations. Maintains contact with professional associations, hardware/software companies, etc., and recommends to management new computer equipment and applications to improve business operations.

SURVEY POSITION 9: TOP HUMAN RESOURCES EXECUTIVE (With Labor Relations)

Develops, recommends, and implements human resources policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, labor relations, and safety/health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Oversees the effective negotiation of labor agreements with company unions. Coordinates promotions, transfers and employee placements between company and divisional profit centers. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SURVEY POSITION 10: TOP HUMAN RESOURCES EXECUTIVE (Without Labor Relations)

Develops, recommends, and implements human resources policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, safety and health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SURVEY POSITION 11: TOP LABOR RELATIONS EXECUTIVE

Directs the effective negotiation of labor agreements and performs other labor relations activities, including major grievances, mediation, arbitration and N.L.R.B. matters. Projects labor costs from pending and new labor agreements. Interprets and communicates language of new labor agreement to managers and supervisors.

SURVEY POSITION 12: TRAINING AND MANAGEMENT DEVELOPMENT EXECUTIVE

Analyzes management development and training needs. Develops, organizes, implements, and may conduct all training and development programs to improve skills, knowledge, and performance of staff and store-level personnel. May conduct orientation programs for new and newly-promoted employees. Recommends and implements educational and career development opportunities.

SURVEY POSITION 13: TOP DISTRIBUTION EXECUTIVE

Develops and recommends objectives, policies, and procedures for managing the corporation's or operating company's warehouse and transportation operations, including incoming freight handling, storage, and outgoing deliveries of merchandise to stores. Directs and controls the planning of physical facilities, including buildings, warehouse equipment, trucks, and automotive equipment. Directs purchase of all warehouse and delivery equipment. Audits and recommends warehousing and transportation operational methods to ensure maximum efficiency of product movement.

SURVEY POSITION 14: TOP CONSTRUCTION AND MAINTENANCE EXECUTIVE (With Real Estate)

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

Scope Measure: Number of Stores.

SURVEY POSITION 15: TOP CONSTRUCTION AND MAINTENANCE EXECUTIVE (Without Real Estate)

Directs the corporation's or operating company's new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

Scope Measure: Number of Stores.

SURVEY POSITION 16: TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition; leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

Scope Measure: Number of Stores.

SURVEY POSITION 17: TOP SECURITY/LOSS PREVENTION EXECUTIVE

Establishes and enforces security policies and procedures designed to protect company property and merchandise. Directs and controls programs to prevent losses due to theft, vandalism, and fire. Supervises security department, including guard force. Works with law enforcement agencies on investigations or irregularities connected with security of company property and merchandise.

SURVEY POSITION 18: TOP SANITATION EXECUTIVE

Directs the corporation's or operating company's sanitation program. Develops and recommends sanitation policies, procedures and programs. Coordinates efforts to ensure compliance with federal, state and local sanitation requirements.

SURVEY POSITION 19: TOP MERCHANDISING AND PROCUREMENT EXECUTIVE

Directs the corporation's or operating company's merchandising, buying, pricing, advertising and service programs. Oversees and controls merchandising strategies for grocery, meat, produce, frozen food, dairy, and nonfood products. Oversees and controls product procurement.

SURVEY POSITION 20: TOP ADVERTISING EXECUTIVE

Develops and recommends the corporation's or operating company's advertising objectives, policies and plans. Oversees the creation and placement of advertisements; i.e., T.V., radio and newspaper advertising. Works with outside agencies on preparation of advertising campaigns.

SURVEY POSITION 21: TOP GROCERY OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's grocery merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted grocery sales, profit and turnover. Directs and controls all grocery buying and pricing. Directs and controls product selection, promotion and advertising plans. Develops financial forecasts for grocery sales and profits.

Scope Measure: Annual Grocery Sales.

SURVEY POSITION 22: TOP MEAT OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's meat merchandising program (including deli) in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted meat sales, profit and turnover. Directs and controls all meat buying and pricing. Directs and controls meat selection, promotion and advertising plans. Develops financial forecasts for meat sales and profits.

Scope Measure: Annual Meat Sales.

SURVEY POSITION 23: TOP PRODUCE OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's produce merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted produce sales, profits and turnover. Directs and controls all produce buying and pricing. Directs and controls produce selection, promotion and advertising plans. Develops financial forecasts for produce sales and profits.

Scope Measure: Annual Produce Sales.

SURVEY POSITION 24: TOP GENERAL MERCHANDISE/NONFOOD OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's nonfood merchandising programs in accordance with the firm's overall merchandising policies. Plans and develops nonfood merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted nonfood sales, profit and turnover. Directs and controls all nonfood buying and pricing. Directs and controls nonfood product selection, promotion and advertising plans. Develops financial forecasts for nonfood sales and profits.

Scope Measure: Annual Nonfood Sales.

SURVEY POSITIONS 25-33: MERCHANDISERS

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SURVEY POSITION 25: GROCERY MERCHANDISER

Scope Measure: Average Annual Grocery Sales in Assigned Stores.

SURVEY POSITION 26: MEAT MERCHANDISER

Scope Measure: Average Annual Meat Sales in Assigned Stores.

SURVEY POSITION 27: PRODUCE MERCHANDISER

Scope Measure: Average Annual Produce Sales in Assigned Stores.

SURVEY POSITION 28: FROZEN FOODS MERCHANDISER

Scope Measure: Average Annual Frozen Foods Sales in Assigned Stores.

SURVEY POSITION 29: DAIRY MERCHANDISER

Scope Measure: Average Annual Dairy Sales in Assigned Stores.

SURVEY POSITION 30: NONFOOD MERCHANDISER

Scope Measure: Average Annual Nonfood Sales in Assigned Stores.

SURVEY POSITION 31: DELI MERCHANDISER

Scope Measure: Average Annual Deli Sales in Assigned Stores.

SURVEY POSITION 32: SERVICE DELI MERCHANDISER

Scope Measure: Average Annual Service Deli Sales in Assigned Stores.

SURVEY POSITION 33: BAKERY MERCHANDISER

Scope Measure: Average Annual Bakery Sales in Assigned Stores.

SURVEY POSITION 34-41: BUYERS (Highest Nonsupervisory Position)

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SURVEY POSITION 34: GROCERY BUYER

Scope Measure: Average Annual Grocery Purchases for Assigned Products (At Cost).

SURVEY POSITION 35: MEAT BUYER

Scope Measure: Average Annual Meat Purchases for Assigned Products (At Cost).

SURVEY POSITION 36: PRODUCE BUYER

Scope Measure: Average Annual Produce Purchases for Assigned Products (At Cost).

SURVEY POSITION 37: FROZEN FOODS BUYER

Scope Measure: Average Annual Frozen Foods Purchases for Assigned Products (At Cost).

SURVEY POSITION 38: DAIRY BUYER

Scope Measure: Average Annual Dairy Purchases for Assigned Products (At Cost).

SURVEY POSITION 39: NONFOOD BUYER

Scope Measure: Average Annual Nonfood Purchases for Assigned Products (At Cost).

SURVEY POSITION 40: DELI BUYER

Scope Measure: Average Annual Deli Purchases for Assigned Products (At Cost).

SURVEY POSITION 41: BAKERY BUYER

Scope Measure: Average Annual Bakery Purchases for Assigned Products (At Cost).

SURVEY POSITION 42: TOP STORE OPERATIONS EXECUTIVE

Develops and directs policies, plans and programs to achieve the profitable operation of all corporate or operating company stores. Oversees the attainment of projected sales, gross profit margins, and the control of all store expenses while maintaining proper customer service. Assures that the firm's merchandising programs are adhered to and uniformly carried out in all stores.

SURVEY POSITION 43: TOP STORE MAINTENANCE EXECUTIVE

Directs the corporation's or operating company's store engineering and maintenance activities. Works with architectural firms to develop construction specifications for store remodeling and repair. Provides store equipment planning and layout services. Assists in the purchase of store equipment and fixtures.

SURVEY POSITION 44: DIVISION GENERAL MANAGER

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

Scope Measure: Average Annual Division Sales.

SURVEY POSITION 45: SCANNING COORDINATOR

Recommends, coordinates and implements software programs and systems to enhance performance of electronic front-end equipment. Has staff responsibility for the coordination of scanning systems throughout the division/company. Assists in the installation of electronic equipment and the training of store personnel in all aspects of scanning, including the development of store price files, preparation and maintenance of operating manuals, and specifications of electronic front-end equipment.

SURVEY POSITION 46: DISTRICT MANAGER

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

Scope Measure: Average Annual District Sales.

SURVEY POSITION 47: STORE MANAGER

Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

Scope Measure: Average Weekly Store Sales.

SURVEY POSITION 48: ASSISTANT/CO-STORE MANAGER

Responsible for managing activity of an individual retail store in conjunction with, or in absence of, Store Manager. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems. Has total responsibility for store operations when Store Manager is absent. May be a training position.

Scope Measure: Average Weekly Store Sales.

SURVEY POSITION 49: MEAT DEPARTMENT MANAGER

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

Scope Measure: Average Weekly Meat Sales.

SURVEY POSITION 50: GROCERY MANAGER

Directs and controls the store's grocery operations. Supervises grocery personnel. Participates in determining quality and quantities of merchandise. Oversees the ordering of merchandise and supplies. Receives and displays stock.

Scope Measure: Average Weekly Grocery Sales.

SURVEY POSITION 51: SERVICE DELI MANAGER

Directs and controls the operation of the store's deli department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

Scope Measure: Average Weekly Deli Sales.

SURVEY POSITION 52: WAREHOUSE MANAGER (With Transportation)

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

Scope Measure: Warehouse Space in Average Square Footage.

SURVEY POSITION 53: WAREHOUSE MANAGER (Without Transportation)

Duties are the same as those outlined above, excluding transportation.

Scope Measure: Warehouse Space in Average Square Footage.

SURVEY POSITIONS 54-56 cover drug/pharmacy positions within the supermarket company, and do not include positions within a separate drug store division or chain.

SURVEY POSITION 54: PHARMACY DIRECTOR

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

Scope Measure: Annual Drug/Pharmacy Sales.

SURVEY POSITION 55: PHARMACIST

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

Scope Measure: Average Weekly Drug/Pharmacy Sales for the Store.

SURVEY POSITION 56: ASSISTANT/STAFF PHARMACIST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

Scope Measure: Average Weekly Drug/Pharmacy Sales for the Store.

SURVEY POSITION 57: TOP CONSUMER AFFAIRS EXECUTIVE

Develops and recommends objectives, policies, and procedures for directing the company's consumer affairs and customer communications function. Acts as liaison between the consumer and top management. Develops programs to monitor and resolve customer inquiries. Develops consumer information programs such as newsletters, recipe series, and in-store programs. Develops and maintains contact with the media, consumer groups, and governmental agencies and the community. (This position reports directly to top management.)

SURVEY POSITION 58: CONSUMER AFFAIRS SPECIALIST/NUTRITION PROFESSIONAL/ HOME ECONOMIST

Administers the company's consumer affairs and customer relations programs within guidelines established by management. Responsible for researching and responding to customer inquiries and complaints. Also responsible for administering in-store consumer nutrition information programs.

FOOD MARKETING INSTITUTE

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